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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

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REPORT

OF THE

BOARD OF CONCILIATION AND ARBITRATION

REPRINT FROM THE

ANNUAL REPORT OF THE DEPARTMENT OF LABOR
AND INDUSTRIES

TOGETHER WITH THE

DECISIONS OF THE BOARD OF CONCILIATION
AND ARBITRATION

FOR THE

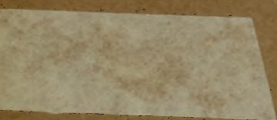
YEAR ENDING NOVEMBER 30, 1920-1926



BOSTON

WRIGHT & POTTER PRINTING CO., STATE PRINTERS
32 DERNE STREET

1921



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may DEPARTMENT OF LABOR AND INDUSTRIES ; *Board of*

conciliation and arbitration

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STATE HOUSE, BOSTON,

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OFFICIALS

OF THE

DEPARTMENT OF LABOR AND INDUSTRIES.

Commissioner.

E. LEROY SWEETSER.

Assistant Commissioner.

ETHEL M. JOHNSON.

Associate Commissioners.

(CONSTITUTING THE DIVISION OF MINIMUM WAGE AND THE BOARD OF
CONCILIATION AND ARBITRATION.)

EDWARD FISHER. HERBERT P. WASGATT.
SAMUEL ROSS.

Secretary of Board.

BERNARD F. SUPPLE.

Office.

ROOM 472, STATE HOUSE.

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REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION.

To the Commissioner of Labor and Industries.

Following is an account of the work of the Board of Conciliation and Arbitration for the year ending November 30, 1920.

ORGANIZATION AND FUNCTIONS.

As a result of the consolidation of the State departments, the rights, powers, duties and obligations of the Board of Conciliation and Arbitration were transferred to the Department of Labor and Industries, to be exercised by the three associate commissioners of the Department as a part of their duties, in the performance of which they retain the designation of the Board of Conciliation and Arbitration.

The functions of the Board have not changed, and in matters pertaining to labor disputes are three in number, — conciliation, arbitration and investigation. The Board also has jurisdiction in the matter of normality petitions and of hearings on the removal, suspension and transfer of veterans in the employ of the Commonwealth.

CONCILIATION.

The policy of the Board is to investigate, in so far as time and opportunity permit, all labor troubles and disputes arising in the Commonwealth, to ascertain the facts causing the same, and endeavor to assist the parties concerned in adjusting their differences, or, failing thereof, to induce the parties to submit the matter to arbitration.

The Board is convinced that in many, if not in most, instances the opportune time for rendering effective assistance to the parties is before a strike or lockout actually occurs. To that end it has adopted the policy of requesting the parties to call any prospective labor troubles to its attention before such a situation arises. There is ample evidence that this policy has been successful in preventing many serious labor troubles. It is hoped that both employer and employee will co-operate in carrying out this policy by giving notice in advance to the Board of any differences arising which may result in a controversy.

The Board will not consider the giving of this information as an appeal for its good offices, but merely as information sought, upon the receipt of which it will assume full responsibility for acting, and will investigate and tender its services to the parties or take such other steps as may seem advisable in an endeavor to prevent what might be a serious labor dispute.

ARBITRATION.

The Board has no power to arbitrate except by the mutual agreement of the parties concerned. After a case is submitted on a joint application a hearing is given before the Board. Each party has a right to nominate three or more experts, and the Board chooses one expert from each of the lists of nominations submitted. The parties have the further privilege, if the issue warrants, of submitting a list of factories or establishments in the Commonwealth where the wages paid and the methods and grade of work are similar to those in the factory or establishment in controversy. The experts, first being sworn under the direction of the Board, visit these factories or establishments, as well as the factory or establishment where the controversy exists, and make a confidential report to the Board, which thereupon makes a decision. Unless the nature of the issue otherwise requires, or the parties

otherwise agree, the decision remains in effect for six months. Either party, however, has a right to notify in writing the other party and the Board of its refusal to accept the decision, in which case the decision is operative for a period of sixty days after giving such notice.

INVESTIGATION.

In addition to the investigation in conciliation cases the Board has the power and authority to make an investigation in any industry in which labor trouble exists or is seriously threatened, provided more than twenty-five employees are involved, and provided, further, that conciliation efforts have been of no avail, and no agreement to submit the controversy to arbitration has been reached. Under such circumstances the Board has the right to publish a report of its investigation, finding the cause of the trouble and assigning the responsibility or blame for its existence or continuance. Under the law it is the duty of the Board to make such an investigation if the Governor so requests.

NORMALITY.

Where a labor trouble exists or has existed the employer may petition the Board for a certificate of normality. If, after a hearing, due notice of which is given by publication and by mail, the Board finds that the business of the employer is carried on in a normal and usual manner and to a normal and usual extent, a certificate of normality may be granted, which authorizes the employer to advertise for help without stating that a labor trouble exists among his employees.

SUMMARY OF THE YEAR'S WORK.

Upon the Board's assuming office there were 17 joint applications for arbitration and 2 normality petitions pending. In addition, 344 joint applications for arbitration and 23

normality petitions were filed, making a total of 386 arbitration and normality cases. Of the normality petitions, 24 have been acted upon, and 1 was abandoned, no hearing being requested. Decisions have been rendered in 333 arbitration cases (in 5 of which 1 issue, that of piece prices, is still pending); in 2 instances recommendations have been accepted in lieu of decisions; 12 applications (including the 5 above referred to) are still pending; and the balance of the applications (19) have either been settled by the parties, withdrawn or abandoned.

In the matter of conciliation, the good offices of the Board having been accepted by either one or both of the parties in 60 cases, 31 of these were settled in this manner and 5 were submitted to arbitration; in the remaining 24 cases no definite results have thus far been obtained. In addition, 59 cases have been filed, making a total (exclusive of the 12 arbitration cases now pending) of 505 matters acted upon or considered by the Board. The advice and the services of the Board have been sought in various other matters of concern to both employer and employee.

No attempt is made to present a detailed statement of activities; the following, however, is cited as an example of what is being accomplished through conciliation. On January 28, 1920, about 1,500 men, employed as freight-handlers at the local docks and freight sheds of the Boston & Maine and Boston & Albany Railroads, struck as a result of being unable to obtain either action on their claims for increased wages (which had been pending for some time), or definite information as to when a decision would be rendered by the Director-General of Railroads at Washington. It was apparent that this strike, if continued, would create a very serious situation. It would interfere with the movement of freight, increasing the congestion due to the severity of the weather; it would render imminent a shortage in the food supply; interrupt the general

channels of business; and ultimately would result in throwing a great number of men out of employment. It did, in fact, occasion a cessation of work for about 1,500 longshoremen.

On January 29 the Board conferred with the representatives of the employees, and, after investigating and ascertaining the cause of the strike, obtained their assurance that the employees would in all probability return to work if the Director-General of Railroads would fix a date on or before which a decision would be rendered, regardless of whether the decision was or was not in their favor. The Board immediately communicated with the office of the Director-General at Washington, and on February 3 received information that he would render a decision on February 9. This information was given to the representative of the employees, who in accordance with their assurance to the Board voted to return to work, which they did on February 5. The Board at that time obtained the further assurance from these representatives that, if later any differences arose, they would confer with the Board in advance to ascertain if some means could not be devised whereby any threatened labor controversy might be prevented.

Later, after the railroads were returned to private ownership and the matter of wages was before the Railroad Labor Board, the employees again became very restive by reason of what appeared to them to be an unnecessary delay in acting upon their claims. In accordance with their promise the representatives of the employees conferred on several occasions with the Board. The Board strongly advised them against taking any action, by strike or otherwise, which would prejudice their claim for increased wages then pending. This advice was accepted by the employees and the threatened trouble averted.

The work of the Board has greatly increased during the year, especially in arbitration cases. This increase is attributed

in part to the fact that both employer and employee more and more recognize that arbitration offers a just and equitable method of adjusting differences. The greater portion of these cases arises where, under trade agreements entered into between employer and employees, differences which they are unable to adjust are submitted to arbitration. Many of these trade agreements expired during the year, and by reason of unsettled conditions the parties were unable to agree, in many instances, on wage schedules, which resulted in the question being submitted to arbitration.

The Board views with satisfaction the fact that such controversies as have arisen between the employees in the street-railway service and their employers have either been adjusted or arbitrated, and labor controversies have thereby been averted.

The consolidation of departments has proved of service in securing a more nearly complete and accurate list of the labor controversies arising. Working in conjunction with the Division of Statistics of this Department the Board has now the benefit of additional information received by that division. The Board does not attempt to give any facts concerning the loss of time and money by reason of labor controversies, as these data are compiled by the Division of Statistics. Following are a list of industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, a list of industries investigated by the Board as a conciliator, with the issues in controversy, and the decisions of the Board.

The Board takes this opportunity to extend to the parties with whom it has had dealings its most sincere appreciation of their assistance and co-operation. It trusts and believes that a continuation of these relations will inure to the benefit of the Commonwealth.

FINANCIAL STATEMENT.

Appropriations: —

Salaries,	\$4,700 00	
Experts,	13,800 00	
Contingent expenses, including travel,	6,000 00	
	<hr/>	\$24,500 00

Expenditures: —

Salaries,	\$4,699 99	
Experts,	10,655 00	
Contingent expenses, including travel,	5,700 68	
	<hr/>	21,055 67

Unexpended balance,	\$3,444 33
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Respectfully submitted,

EDWARD FISHER,
HERBERT P. WASGATT,
SAMUEL ROSS,

Associate Commissioners.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

CONCILIATION.

Industries affected.

Automobile.	Last making.
Baking.	Lumber.
Bookbinding.	Mattress.
Boxmaking.	Machinery, patterns and tools.
Building.	Novelties.
Clothing.	Orchestra.
Coal.	Public Employment.
Dyeing.	Pianos.
Foundry.	Shoes.
Furniture.	Sugar refinery.
Gas manufacture.	Textile.
Granite.	Transportation.
Hair conditioning, etc.	Wool.
Hotel.	

Principal Differences.

Closed shop.	Hours.
Distribution of work.	Individual contracts.
Discharge.	New agreement.
Discontinuance of a department.	Recognition of union, etc.
Discontinuance of bonus.	Refusal to negotiate.
Employment of non-union men.	Wages.
Factory conditions.	

ARBITRATION.

<i>Industries affected.</i>	<i>Issues arbitrated.</i>
Baking.	Wages.
Bookbinding.	Distribution of work.
Boxmaking.	Discharge.
Brewery.	Discharge.
Building.	Wages.
Gas and electric light plant.	Wages.
Hotel.	Wages.
Last making.	Wages.
Motors.	Wages; classification of employees.
Poultry dealers.	Wages and hours.
Shoemaking.	Wages.
	Wages and hours.
	Date of agreement.
	Discharge.
	Measurement of heels.
Tackmaking.	Wages.

NORMALITY CASES

NORMALITY CASES.

Certificates of normality of business were issued to the following-named petitioners: Algonquin Leather Company, Woburn; American Rubber Company, Stoughton; Baker-Vawter Company, Holyoke; Cadogan & Co., Boston; Densten Hair Company, Peabody; W. J. Dobinson Engraving Company, Boston; Farr Alpaca Company, Holyoke; Fitchburg Foundry Company, Fitchburg; Franklin Engraving Company, Boston; L. H. Goodnow Foundry Company, Fitchburg; Patrick J. Hart, Fitchburg; The Hub Forge, Boston; Journal Engraving Company, Boston; Thomas A. Kelley & Co., Lynn; Manning, Maxwell & Moore, Inc. (Putnam Machine Works), Fitchburg; Millar & Wolfer, Chelsea and Everett; William H. Mudge, New Bedford; New England Brass Foundry Company, Worcester; Scott Brothers' Pattern Works, Cambridge; Patrick Smith, Boston; Suffolk Engraving and Electrotyping Company, Boston; Tanners' Products Company, Peabody.

Certificates were denied to the Walton Lunch Company of Boston and the Wilton Tool and Manufacturing Company of Boston.

No action was taken on the petition of the Colonial Dress Company of Waltham, as after it was filed, no hearing was asked thereon.

DECISIONS

DECISIONS.

T. D. BARRY COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, HOWARD & FOSTER COMPANY, M. A. PACKARD COMPANY, PRESTON B. KEITH SHOE COMPANY — BROCKTON.

On December 23, 1919, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Howard & Foster Company, and M. A. Packard Company and Preston B. Keith Shoe Company and cutters. (106)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers in Brockton for the work as there performed, to be determined under the classification of leathers, pointing and value per point as follows: —

CLASSIFICATION OF LEATHERS.

Cutting whole shoes by hand:

Class 1:

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo.

Class 2:

Full-grain Russia calf and Russia sides, black and colored Cordovan, ooze calf (whole shoes), Nu Buck sides (whole shoes), black vici.

Class 3:

Gun metal, box calf and sides, colored snuffed sides, oil grain leather, colored patent leather.

Class 4:

Patent leathers (except colored patent): patent colt, patent cowhide, enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting whole shoes by machine:

Class 1:

Colors: colored kid, colored kangaroo, colored genuine buck (whole shoes).
Balance: black glazed kangaroo.

Class 2:

Colors: colored full-grain Russia calf and Russia sides, colored Cordovan, colored ooze calf (whole shoes), colored Nu Buck (whole shoes).

Balance: black Cordovan, black ooze calf (whole shoes), black Nu Buck sides (whole shoes), black vici kid, black patent vici kid, black elk.

Class 3:

Colors: painted colored snuffed sides or calf (boarded or smooth), colored patent leather, colored oil grain.

Balance: gun metal, box calf and sides, black oil grain.

Class 4: patent colt, patent cowhide (except colored patent leather), enamel.

Class 5: canvas shoes, buff leathers, satin oil, split.

Cutting tops, by hand or machine:

Class 1: colored kid.

Class 2: black kid, mat kid, mat calf, Russia calf, glazed kangaroo, mat kangaroo, boarded Russia, box calf, ooze calf, Nu Buck.

Class 3: side leathers, cloth tops.

POINTS.

Whole-shoe cutting, hand and machine; no change.

Top cutting:

By hand:

	Points.
Bal. tops,	3½
Seamless blucher tops,	4½
Foxed blucher tops,	3½
Button tops,	4
Lace oxford tops,	3½
Button flies,	1½
Button-fly linings,	½

By machine:

Bal. tops,	3½
Seamless blucher tops,	3½
Foxed blucher tops,	3½
Button tops,	4
Lace oxford tops,	3½
Button flies,	1½
Button-fly linings,	½

VALUES.

Whole-shoe cutting:

By hand:

	Per Point.
Class 1,	\$0 01056
Class 2,	00935
Class 3,	0088
Class 4,	00792
Class 5,	00704

By machine:

Class 1:

Colors,	00828
Balance,	00771

Class 2:

Colors,	00736
Balance,	0069

Whole-shoe cutting — *Con.*By machine — *Con.*

Class 3:	Per Point.
Colors,	\$0 0069
Balance,	0064
Class 4,	00575
Class 5,	00517

Top-cutting:

By hand:

Class 1,	009
Class 2,	00804
Class 3,	00696

By machine:

Class 1,	00656
Class 2,	00586
Class 3,	00507

The terms and conditions of existing agreements are to be modified to conform herewith. Where an agreement contains a condition providing in substance that: "All jobs shall contain not more than three styles or three widths. All jobs containing more than three widths or three styles shall be paid for at one-half cent per pair extra," the following shall be added thereto: "This shall not apply to jobs valued at \$8 or more."

The payment of an extra price of 10 per cent. by the Howard & Foster Company for cutting the green-tagged shoe, so called, shall be discontinued.

The Board recommends that all-round cutters shall receive their proportional share of all kinds of leather. This does not mean that the manufacturer must give leather to cutters who have no experience on that kind of leather.

By agreement of parties this decision shall take effect December 29, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

STACY-ADAMS COMPANY — BROCKTON.

On December 23, 1919, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and lasters.
(155)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated

by the parties, the Board awards that \$0.2323 per 24 pair shall be paid by Stacy-Adams Company at Brockton to operators of No. 5 bed machines for wetting dry boxes, when the operator is not at fault.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

ALDEN, WALKER & WILDE, INC. — WEYMOUTH.

On December 23, 1919, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Alden, Walker & Wilde, Inc., shoe manufacturer of Weymouth, and lasters. (158)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Alden, Walker & Wilde, Inc., at Weymouth, for assembling and side-lasting women's shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

E. E. TAYLOR COMPANY — BROCKTON.

On January 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and edgetrimmers. (154)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 87 cents per 24 pair shall be paid by E. E. Taylor Company in Brockton for trimming edges on so-called square-toed shoes, as the work is there performed.

By agreement of the parties, this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

On January 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and treers in Middleborough. (4)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the George E. Keith Company at Middleborough for the work as there performed: —

	TREEING.	Per 12 Pair.
Box calf,		\$0 22
Platinum calf, high or low shoes,		34
Russia, one-coat method,		45
Russia, two-coat method,		52
Black kid and Russia kid, high or low shoes,		38
With one coat of dressing,		extra 08
Colt kid,		36
Ironing black tops,		extra 08
Dressing and dulling tops,		extra 08

By the Board,

BERNARD F. SUPPLE, *Secretary.*

ALLEN, FOSTER & BRIDGEO — LYNN.

On January 8 the following decision was rendered: —

In the matter of the joint applications for arbitration of controversies between Allen, Foster & Bridgeo, shoe manufacturers of Lynn, and employees. (13, 14)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the prices now paid by Allen, Foster & Bridgeo at Lynn for skiving vamps and for pressing vamps on one-strap button shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

ROGERS & BRIGGS — LYNN.

On January 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Rogers & Briggs, shoe manufacturers of Lynn, and stitchers. (15)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 74 cents per 36 pair shall be paid by Rogers & Briggs at Lynn for top-stitching a Beverly tie or a three-eyelet oxford, as the work is there performed.

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

EMERSON SHOE COMPANY — ROCKLAND.

On January 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company of Rockland and finishers. (159)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price now paid by the Emerson Shoe Company at Rockland for scouring bottoms of shoes of the white-tag grade, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On January 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and sole-fasteners. (10)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter

of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

WELT DEPARTMENT.

Welting:	Per 12 Pair.
Regular work,	\$0 24
Rubber welt, double price.	
Samples, double price.	
Rapid stitching:	
Black fudge,	27
White stitch,	30
Rubber welt, double price.	
Samples, double price.	
Hour work, \$0.90 per hour.	

By the Board,
BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On January 21 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and edgetrimmers. (23)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the prices paid by L. Q. White Shoe Company at Bridgewater for edgetrimming shoes with square shanks, as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

On February 3 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and employees. (6-9)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company to employees in Bridgewater for work as there performed: —

	Per 24 Pair.
Inseam-trimming,	\$0 1025
Heel-shaving:	
Regular heels,	12
Rubber heels and top-pieces,	15
Heelseat-nailing:	
Cut-off soles,	06
Long soles,	055
Sole-laying,	11

By agreement of the parties this decision shall take effect as of November 14, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

WILLIAMS-KNEELAND COMPANY — BRAINTREE.

On February 4 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Williams-Kneeland Company, shoe manufacturer of Braintree, and edgemakers. (2, 3)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Williams-Kneeland Company at Braintree for the work as there performed: —

Edgetrimming:	Per 12 Pair.
Green-tagged shoes,	\$0 363
Purple-tagged shoes,	No change.
Salmon-tagged shoes, by agreement,	5225
Edgesetting:	
Green-tagged shoes,	363
Purple-tagged shoes,	363
Salmon-tagged shoes, by agreement,	5225

By agreement of the parties this decision shall take effect as of December 15, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

J. H. WINCHELL & CO., INC. — HAVERHILL.

On February 5 the following decision was rendered: —

In the matter of the joint application for arbitration of controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and stock-fitters. (11)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in Haverhill for work as there performed: —

	Per Week.
Cutting top-lifts,	\$26 00
Cutting taps,	26 00
Rolling stock,	20 00
Casing top-lifts and heels,	26 00
Cutting pulp,	26 00
Splitting innersoles,	21 00
Grading innersoles,	25 00
Sorting taps, second man,	24 00
Buffing, splitting and grading taps,	22 00

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FRED F. FIELD COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, LIBERTY SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, A. E. LITTLE COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS, INC., BION F. REYNOLDS, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY—BROCKTON.

On February 9 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, W. L. Douglas Shoe Company, Diamond Shoe Company, Charles A. Eaton Company, Fred F. Field Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, Liberty Shoe Company, Charles E. Lynch Shoe Manufacturing Company, A. E. Little Company, C. S. Marshall Company, M. A. Packard Company, Stacy-Adams Company, E. E. Taylor Company, Thompson Brothers, Inc., Bion F. Reynolds, Wall, Doyle & Daly, Inc., Whitman & Keith Company, and sole-leather workers. (12)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the above-named employers to employees in Brockton for work as there performed:—

	Per 48 Hours.
Cutting outsoles,	\$38 40
Sorting outsoles,	35 52
Cutting innersoles,	36 00
Sorting innersoles,	32 64
Casing outsoles,	28 80
Apprentices:	
First three months,	23 04
Second three months,	24 48
Thereafter,	Full price.

	Per 48 Hours.
Channeling innersoles,	\$35 52
Cutting taps and top-pieces,	28 80
Apprentices:	
First three months,	26 40
Thereafter,	Full price.
Cutting counters:	
Fiber,	24 00
Leather,	28 80
Apprentices:	
First three months,	21 00
Thereafter,	Full price.
Cutting box toes,	24 96
Cutting lifting,	25 92
Apprentices:	
First three months,	23 52
Thereafter,	Full price.
Rounding innersoles and outsoles,	27 36
Apprentices:	
First three months,	24 96
Thereafter,	Full price.
Skiving counters,	28 80
Moulding counters,	27 36
Sorting top-pieces,	24 96
Compressing top-pieces,	24 96
Sorting taps,	24 96
Compressing heels,	24 96
Building heels,	22 08
Tacking rands,	22 08
Casing taps,	22 08
Casing innersoles,	24 00
Apprentices:	
First three months,	18 24
Second three months,	20 16
Third three months,	22 08
Thereafter,	Full price.
Sorting counters,	No change.
Sorting box toes,	23 04
Fitting stock,	24 00
Skiving outsoles,	23 04
Shanking outsoles,	23 04
Turning up channels,	20 16
Stitching Gëm innersoles,	22 08
Trimming Johnson innersoles,	22 08
Pricking heels,	No change.
Putting on cloth,	16 50
Cutting cloth,	16 50
Sorting counters (after moulding),	16 80
End-clipping counters,	20 16
Sorting heels,	18 00
Skiving innersoles,	No change.
Stamping innersoles,	16 50
Stamping outsoles,	16 50
Grading outsoles (Lacine machine),	18 00
Apprentices:	
First two months,	13 92
Second two months,	15 84
Thereafter,	Full price.

	Per 48 Hours.
Skiving taps,	No change.
Skiving top-pieces,	\$16 50
Casing counters,	16 50
Pasting counters,	16 50
Casing box toes,	16 50
Pasting box toes,	16 50
Tying up innersoles,	17 28
Tying up outersoles,	17 28
Casing heels,	17 28
Scouring box toes,	16 50
Skiving box toes,	16 50
Chasing cripples,	No change.
Grading innersoles,	No change.
Fleshing innersoles,	No change.
Scouring innersoles,	No change.
Cementing outersoles,	16 50
Sorting lifts,	No change.
Buffing outersoles,	16 50
Casing top-pieces,	17 28
Forming-in innersoles,	No change.
Gouging lifts,	No change.
Cutting-in toes,	No change.
Skiving lifts,	No change.
Sticking taps,	No change.
Lumping,	22 08
Butting taps,	No change.

For minor operations by beginners: \$15 per 48 hours when proficient,
the period of apprenticeship to be no longer than three months.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

D. B. GURNEY COMPANY — WHITMAN.

On February 11 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between
D. B. Gurney Company of Whitman and tackmakers. (22)*

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the work in question and the conditions under which it is performed, and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices now paid by D. B. Gurney Company to its tackmakers at Whitman engaged in the production of loose nails and taper loose nails, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

E. T. WRIGHT & CO., INC. — ROCKLAND.

On February 12 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., shoe manufacturer of Rockland, and lasters.
(103)

Having considered said application, heard the parties by their duly authorized representatives, and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by E. T. Wright & Co., Inc., at Rockland to operators of No. 5 bed machines for leather box toes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LYNN SHOE MANUFACTURERS.

On February 12 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and their Goodyear operators, members of Allied Shoe Workers' Local Union No. 2 of Lynn. (38)

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the controversy, and having considered all the circumstances of the case, the Board awards that the prices to be paid by the members of the Lynn Shoe Manufacturers' Association, Inc., to the Goodyear operators, members of the Allied Shoe Workers' Local Union No. 2 of Lynn, for the work of welting, rough-rounding and stitching, as there performed, shall be as follows:—

REGULAR WORK.

Welting:	Per 100 Pair.
Women's and boys' shoes,	\$2 70
Women's and boys' shoes, leather innersoles with pointed toes (lasts to be listed),	3 30
Misses' and children's shoes,	2 40
Infants' shoes,	2 10
Stitching:	
Women's and boys' shoes:	
Nine stitches and under,	3 00
Pointed toes,	3 60
Misses' shoes,	2 70
Children's and infants' shoes,	2 40
Each additional two stitches or fraction thereof, $\frac{3}{10}$ of a cent extra, per pair.	
Rubber soles,	3 00
Rubber soles, around the heel,	3 30

Rounding:	Per 100 Pair.
Women's and boys' shoes,	\$1 20
Women's and boys' shoes:	
Around the heel,	1 38
Pointed toes,	1 50
Misses', children's and infants' shoes,	1 08
All samples, 1½ price.	
All lots of six pair or less, sample price.	

STITCHED-DOWN WORK.

Stitching:	
Infants' shoes and Kacks, all around,	\$2 40
Children's and infants', spring heel, all around,	2 70
Misses' and youths' shoes, all around,	3 00
Men's, women's and boys' shoes, all around,	3 60
Men's and women's shoes, from heel to heel,	3 00
Rounding:	
Misses', youths', children's and infants' shoes, all around,	1 14
Women's and boys' shoes, all around,	1 26
Men's shoes, all around,	1 44
All samples, 1½ price.	
All lots of 12 pair or less, sample price.	

In factories having a higher base price than that from which these increases are figured, there shall be a corresponding increase.

By agreement of the parties this decision shall take effect as of Oct. 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY — WHITMAN.

On February 18 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and edgetrimmers. (17)

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the work in question and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 90 cents per 24 pair shall be paid by the Regal Shoe Company at Whitman for edgetrimming imitation turned shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

DIAMOND SHOE COMPANY — BROCKTON.

On February 18 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (30)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company to employees at Brockton for work as there performed: —

Vamping, circular vamps:	Per 24 Pair.
Pattern No. 2073:	
Single-needle, two rows,	\$1 01
Double-needle, two rows,	8486
Pattern No. 2099:	
Single-needle, two rows,	1 2154

By the Board,
BERNARD F. SUPPLE, *Secretary*.

COPLEY PLAZA OPERATING COMPANY — BOSTON.

On February 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Copley Plaza Operating Company of Boston and engineers and firemen. (47)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Copley Plaza Operating Company in Boston, for the work as there performed: to engineers, \$37 per week; to firemen, \$30 per week. This decision is to take effect as of February 4, 1920, the wage schedule also to apply to the period from December 23, 1919, to January 15, 1920, both inclusive.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BROCKTON.

On February 24 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampers in Factories Nos. 1 and 3. (21)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in Factories Nos. 1 and 3 at Brockton for work as there performed:—

Vamping Aero quarter oxford:		Per 24 Pair.
Single-needle:		
Pink-tagged work,	. . . . .	\$1 1254
Blue-tagged work,	. . . . .	9512
White-tagged work,	. . . . .	9512
Double-needle:		
Pink-tagged work,	. . . . .	893
Blue-tagged work,	. . . . .	806
White-tagged work,	. . . . .	806

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

SLATER & MORRILL, INC. — BRAINTREE.

On February 24 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., shoe manufacturer of Braintree, and skivers. (32)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Slater & Morrill, Inc., at Braintree, to all-round skivers and trimming skivers, for the work as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

WILLIAMS-KNEELAND COMPANY — BRAINTREE.

On February 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Williams-Kneeland Company, shoe manufacturer of Braintree, and skivers. (36)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Williams-Kneeland Company at Braintree to all-round skivers and trimming skivers, for the work as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

A. J. BATES COMPANY — WEBSTER.

On February 25 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company of Webster, shoe manufacturer, and cutters. (49)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$40 per week shall be paid by the A. J. Bates Company at Webster for whole-shoe cutting and sorting, as the work is there performed.

By agreement of the parties, this decision shall take effect as of December 1, 1919.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company of Webster, shoe manufacturer, and finishers. (50)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by A. J. Bates Company at Webster for the work as there performed: —

Scouring:	Per 12 Pair.
Full bottoms, including shanks and top pieces,	\$0 14
Full bottoms, including shanks,	11
Top pieces (as a separate job),	04

This decision shall take effect as of February 2, 1920.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company of Webster, shoe manufacturer, and sole-leather workers. (51)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$35 per week shall be paid by A. J. Bates Company at Webster for outsole-cutting, sorting and casing, as the work is there performed.

This decision shall take effect as of February 2, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LYNN SHOE MANUFACTURERS.

On February 26 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and McKay stitchers. (52)

This controversy relates to an interpretation of agreements hereinafter referred to, under which the McKay stitchers employed by members of the Lynn Shoe Manufacturers' Association, Inc., claim the right to be paid extra for an operation known as "stitching around the heel," which would in effect involve, as the application reads, "opening the question of prices."

From the evidence presented it would appear that under date of July 31, 1919, an agreement was entered into between the parties, the last paragraph of which provides as follows:

The prices established by this increase shall be fixed prices, to remain in effect to September 19, 1920, and shall not be a subject of change or adjustment by employee or employer except by mutual consent.

It further appears that under an agreement later entered into (the date of which does not appear) between the Joint Council No. 1, United Shoe Workers of America, which represented among others the McKay Stitchers' Local No. 17, and the members of the Lynn Shoe Manufacturers' Association, Inc., it was provided as follows (in Article 7):—

During the life of this agreement there shall be no change in established prices, nor shall such prices be subject for arbitration except by consent of both parties to this agreement. Established prices as here used are defined to be prices in effect, or which have been agreed to, in the factory of said employer, on the date of this agreement.

It appears that this operation was performed in certain of the factories before, at the time and since the agreements were entered into, but was

not paid for as an extra but was included in the work for which the price-list was established. From the provisions of the agreements above quoted it would appear that the price-list could not be reopened without the consent of both parties to the agreement, and from the evidence presented to the Board it appeared that the members of the Lynn Shoe Manufacturers' Association, Inc., had not consented thereto.

Under these circumstances the Board finds that, as only one of the parties assents to a reopening of the price schedule, said schedule cannot under the terms of the agreements be reopened at this time.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

IDEAL VOGUE SHOE COMPANY — HAVERHILL.

On March 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Ideal Vogue Shoe Company of Haverhill and employees. (28)

Having heard the parties by their duly authorized representatives and considered said application and the facts and circumstances leading up to and occasioning the execution of the agreement in question, the Board awards that said agreement shall take effect as of December 1, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On March 16 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and Goodyear welters. (37)

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Goodyear welting:	Per 12 Pair.
Regular work,	\$0 2874
Ardmore, Longfellow, Manhattan and Victory lasts,	2874
Pulling out welt and cutting by hand, extra,	03
Samples, 1½ price.	

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and Goodyear stitchers. (40)

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Goodyear stitching:	Per 12 Pair.
Around the heel,	\$0 44
Fudge stitch, rope stitch or white stitch on rubber soles,	2874
White stitch,	3353
Samples, 1½ price.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On March 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in the making department. (46)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill for the work as there performed: —

Inseam-trimming:	Per 12 Pair.
New machine,	\$0 05½
Old machine,	06
Knocking out tacks,	03
Heelseat-rounding,	03
Sole-laying:	
Regular work,	06
Double soles,	06½
Heel-scouring (shoes not to be turned):	
Rough-scouring:	
One paper,	No change.
Two papers,	07
Smooth-scouring:	
One paper,	No change.
Two papers,	No change.
Rubber heels,	03½

Samples, No change.
 Sorting innersoles; per week, \$31.50.
 Cutting grain innersoles; per week, \$31.50.

By the Board,
 BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On March 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and undertrimmers. (53)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of experts nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Undertrimming:	Per 24 Pair.
Bal. and button shoes:	
White-tagged,	\$0 44
Yellow-tagged,	49
Blucher:	
White-tagged,	45
Yellow-tagged,	50
Blucher oxford,	34
Circular-seam oxford,	33
Tuxedo and Penn button oxford,	33
Compo blucher,	55

By agreement of the parties this decision shall take effect as of December 26, 1919.

By the Board,
 BERNARD F. SUPPLE, *Secretary*.

LEWIS A. CROSSETT, INC. — ABINGTON.

On March 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer of Abington, and lasters. (110)

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants

nominated by the parties, the Board awards that the Bud, Snap and Pug lasts in the factory of Lewis A. Crossett, Inc., at Abington, shall be classified as high-toed or difficult lasts.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On March 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees at Brockton. (160)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by W. L. Douglas Shoe Company in Factories Nos. 1, 2 and 2-Annex, in Brockton, for knocking out innersole tacks and pulling side tacks and toe wires, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On March 17 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and Goodyear stitchers. (5)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Goodyear stitching:

	Per 24 Pair.
Yellow-tagged shoes (single soled, 10 stitches to the inch; double soled, 9 stitches to the inch),	\$0 64
Other grades (single soled, 9 stitches to the inch; double soled, 8 stitches to the inch),	58

By agreement of the parties this decision shall take effect as of November 21, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LEONARD & BARROWS — MIDDLEBOROUGH.

On March 23 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturers of Middleborough, and employees in the lasting department. (63)

Said controversy relates to a style of last known to the parties as the West Point, of which they exhibit a sample, marked "4-D." The question is, "Does the West Point last belong in the high-toed class?"

Having considered said application and the configuration of the last, the Board decides that the West Point last in the factory of Leonard & Barrows at Middleborough does not belong in the high-toed class.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

STACY-ADAMS COMPANY — BROCKTON.

On March 25 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (18)

Having considered said application, heard the parties by their duly authorized representatives and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton for the work as there performed: —

	Per 24 Pair.
Dulling tops,	\$0 16
Box calf, gun metal and velours; cleaned, one coat of dressing and tops ironed,	no change 929
Russia calf:	
Cleaned, washed, one coat of polish and ragged,	no change 1 219
Extra coat of polish,	24
Black and tan kid and kangaroo; cleaned, ironed, two coats of dressing,	no change 1 208
Patent leather; cleaned, washed and ragged:	
With tops of leather other than patent, including ironing,	no change 1 54
With cloth tops,	no change 1 306
Cutting off whole cloth covers,	90
Treeing returned shoes; per pair, \$0.07.	

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (39)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton for the work as there performed: —

Treeing colored Cordovan shoes:

Per 24 Pair.

Cleaned, washed with naphtha, gummed with sponge, chalked (chalk in bag), marks rubbed out with stick, treated with one coat of Cordovan polish, and removed from tree,	\$2 05
Second coat of Cordovan polish, including extra jacking,	no change 23

By the Board,

BERNARD F. SUPPLE, *Secretary*.

CHURCHILL & ALDEN COMPANY — BROCKTON.

On March 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and treers. (31)

Having considered said application, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that 20 cents per 24 pair shall be paid by Churchill & Alden Company in the Ralston and Farnum factories in Brockton for ironing Russia tops.

By agreement of the parties this decision shall take effect as of November 17, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LITTLEFIELD & MOULTON — LYNN.

On March 31 the following decision was rendered: —

In the matter of the joint application of Littlefield & Moulton, box manufacturers of Lynn, and employees. (60)

A written agreement was entered into between the parties under the date of February 14, 1920, and a difference having arisen as to the right of the employers to discharge one of their employees under the terms of the agreement, such difference was submitted to the Board for arbitration, the submission being under the following specifications (the employers on the recommendation of the Board having permitted this employee to resume his former employment pending arbitration proceedings): —

1. Whether or not under the terms of said agreement the employers have a right to discharge said employee without consultation with or notice to the union; and

2. If such right does not exist, whether or not under the terms of the agreement the firm would be justified in discharging said employee for reasons therein specified.

After hearing the parties by their duly authorized representatives and considering the application and the evidence presented, the Board submits the following summary: —

The agreement makes provision, under certain conditions, for a reduction of wages, and specifies what may be sufficient cause for discharging employees, etc., and further provides under Article 9 as follows: —

Without discrimination for or against either union or non-union employees, any one, in consideration of the wage paid under this agreement, may be replaced by a new operative of a higher standard of value.

The employers contend that under the terms of this agreement they had the right to discharge the employee in question, as the "sole" reason for his discharge was that he was "replaced by a new operative of a higher standard of value." The union contends that the employee was discharged because of his connection with the union.

It appeared that the employee in question entered the service of the employers on February 3, 1919, and was put to work on September 20 at the employment in which he was engaged at the time of his discharge, the latter part of February, 1920, at which time he was replaced by an employee who had previously performed this work for about two years, when he left during the war to work in a shipyard. Further evidence relating to the matter in controversy was presented, including testimony as to the efficiency and capacity of both the former employee and the employee in question, and as to the employee's being discharged by reason of his connection with the union and after due consideration thereof.

The Board finds that the employers, under the terms of the agreement, are within their rights in discharging the employee without notice to the union.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On April 5 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and employees in the skiving department. (33)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated

by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton for skiving on the Amazeen machine, as the work is there performed: —

Tips:	Per 24 Pair.
Regular tips:	
Narrow scarf,	\$0 02
Folded scarf,	024
Wing tips, narrow scarf:	
Plain,	07
Pinked,	075
Corded tips, wide scarf,	03
Special pattern, No. 6, half wing tip, narrow scarf,	04
Vamp toes:	
Regular vamp toes, ½-inch scarf,	0225
Long vamp toes on which tips are to be used,	045
Vamp throats:	
Long vamps, bal., button and seamless oxford; patterns Nos. 4, 41, 49, 146, 148, 150, 157, 166, 169, 188, 189, 198, 199, 206, 217, 221, 222, 226, 227, 228, 229, 233, 234, 239, 247, 251, 252, 253, 266, 269, 270, 273, 274; Philadelphia Congress, Southern tie, Southern Congress, regular Congress, Hooker bootee, Klondike bal., Storm King bal.:	
Throat and heel seam, narrow scarf,	0475
Throat, narrow scarf,	04
Throat, folded scarf,	0525
Heel seam, narrow scarf,	012
Special patterns (long vamps), fancy throats; patterns Nos. 71, 104, 168, 216, 248, 257, 262, 263; throat and heel seam, narrow scarf,	08
Three-quarter seamless blucher, army; patterns 207, 218; throat and heel seam, narrow scarf,	0935
Plug oxford, pattern No. 240:	
Front of throat, narrow scarf,	08
Back of throat, folded scarf,	07
Fancy seamless oxford, pattern No. 258; throat and heel seam, narrow scarf,	09
Fancy A-stay oxford, pattern No. 243:	
Throat and heel seam, narrow scarf,	135
Top at heel, folded,	06
Fancy seamless blucher oxford, pattern No. 215:	
Throat and heel seam, narrow scarf,	145
Top at heel, folded,	06
Seamless blucher vamps, patterns Nos. 33, 171, 200, 208, 224, 235, 249, 254:	
Throat and heel seam, narrow scarf,	0675
Throat, folded scarf,	06
Short blucher vamps, patterns Nos. 22, 27, 29, 31, 37, 46, 50, 53, 54, 56, 58, 63, 74, 82, 96, 97, 98, 110, 112, 118, 119, 154, 155, 167, 174, 201, 220, 223, 225, 230, 231, 232, 236, 238, 250, Jumbo, Storm King, Klondike, shooting boot:	
Throat, full skived, narrow scarf,	044
Throat, half skived, narrow scarf,	024
Tuxedo blucher oxford, pattern No. 242; throat, full skived, narrow scarf,	055

Vamp throats — *Con.*

Per 24 Pair.

Circular vamps, fancy patterns, Nos. 47, 69, 72, 73, 77, 111, 116, 128, 149, 151, 162, 172, 178, 191, 197, 237, 259, 265, 267, 268, Prince Albert:	
Throat, narrow scarf,	\$0 037
Throat, folded scarf,	045
Square-throat vamps, patterns Nos. 256, 271; throat, narrow scarf,	05
Three-hole tie, tongue attached, pattern No. 48, half skived, narrow scarf,	044
Fancy button oxford, patterns Nos. 70, 79; throat and shank, nar- row scarf,	08
Fancy lace quarter bal., pattern No. 261; throat and shank, narrow scarf,	08
Circular Tuxedo oxford vamps, patterns Nos. 183, 196, 209, 210, 211, 213, 246, 255, 260,	044

Foxings:

Regular foxings, patterns Nos. 27, 29, 37, 53, 69, 72, 110, 178, 230, 231:	
Top, vamp edges and back seam, narrow scarf,	10
Top, folded scarf,	065
Heel, narrow scarf,	013
Vamp edge, narrow scarf,	03
Special foxings, patterns Nos. 50, 73, 77; top, vamp edge and back seam, narrow scarf,	08
Counter-stay foxings, patterns Nos. 31, 47, 56, 74, 96, 167, 183, 196, 201, 211, 246, 259, 268; top, vamp edge and back seam, nar- row scarf,	08
Extreme tops of foxings at heel, folded scarf, patterns Nos. 47, 50, 56, 70, 79, 162, 196, 211, 259,	03
Pattern No. 197:	
Top of foxing, folded scarf,	06
Vamp edge, feather edge,	03
Heel, narrow scarf,	013
Pattern No. 166, two to a pair; top and side seams, narrow scarf,	06
Fancy foxings, patterns Nos. 70, 79; top, vamp edge and back seam, narrow scarf,	135
Long counter-stay foxing, pattern No. 162; top, vamp edge and back seam, narrow scarf,	115

Button flies:

Patterns Nos. 41, 96, 150, 188, 198, 222, 228, 233, 234:	
Folded scarf,	05
Bottom tapered,	015
Lining tapered,	015
Fly narrow, front seam,	02
Fancy patterns, Nos. 71, 73, 77:	
Folded scarf,	065
Bottom tapered,	015
Lining tapered,	015
Fly narrow, front seam,	02
Fancy pattern No. 72:	
Folded scarf,	10
Bottom tapered,	015
Lining tapered,	015
Fly narrow, front seam,	02

Button flies — *Con.*

Imitation button Congress:		Per 24 Pair.
Folded scarf,	.	\$0 05
Bottom tapered, .	.	015
Fly narrow, front seam,	.	02

WIDE-SCARF SKIVING.

Tops:

Bal. and whole-quarter bal. top, patterns Nos. 128, 146, 148, 157, 166, 168, 169, 178, 183, 189, 197, 199, 210, 221, 226, 227, 229, 239, 246, 247, 248, 249, 251, 252, 253, 254, 255, 256, 262, 266, 268, 269, 270, 273, 274; front and top, folded scarf,	085
Whole-quarter, seamless, and foxed-blucher top, patterns Nos. 27, 29, 31, 33, 37, 53, 97, 98, 110, 155, 167, 171, 200, 201, 207, 218, 220, 223, 224, 225, 230, 231, 232, 235, 238, 250; front and top, folded scarf,	09
Pattern No. 63,	10
Lace-oxford top, patterns Nos. 111, 116, 151, 172, 191, 196, 206, 209, 213, 219, 237, 256, 257, 258, 263, 265, 267; front and top, folded scarf,	075
Blucher-oxford and seamless blucher-oxford top, patterns Nos. 22, 46, 48, 54, 82, 112, 154, 174, 208, 215, 236, 242; front and top, folded scarf,	08
Bal., button and whole-quarter-blucher top, patterns Nos. 29, 41, 58, 69, 71, 72, 73, 77, 82, 96, 150, 162, 178, 188, 198, 216, 222, 228, 233, 234, 248, 261; top of top only, folded scarf,	0533
Stay-oxford top, patterns Nos. 56, 211, 217, 243, 257, 259; top of top,	06
Button-oxford top, patterns Nos. 47, 49, 149; across top and fly, folded scarf,	10
Fancy button-oxford top, patterns Nos. 50, 70, 79, 104; across top and fly, folded scarf,	11
Plug-oxford top, pattern No. 240; front and top of top, folded scarf,	065
Lace and anchor stays, folded scarf:	
Bal.-shaped front, patterns Nos. 69, 162, 178, 216, 239, 248, 261,	085
Blucher-shaped front, pattern No. 29,	09
Oxford, bal.-shaped front, patterns Nos. 211, 217, 243, 257, 259,	065
Oxford, blucher-shaped front, pattern No. 56,	07

NARROW-SCARF SKIVING.

Bal. top; bottom of top, feather edge, patterns Nos. 146, 148, 157, 169, 178, 199, 221, 227, 229, 247, 251, 252, 253, 266, 269, 270, 273, 274,	065
Bal. top, square throat; bottom of top, feather edge, patterns Nos. 166, 189, 226, 239, 248, 249, 254, 262,	0675
Fancy bal. top; bottom of top, feather edge, patterns Nos. 168, 183, 197, 246, 268,	08
Whole-quarter bal. top; vamp lap, feather edge, patterns Nos. 128, 256,	065
Whole-quarter bal. top, square throat; vamp lap, feather edge, patterns Nos. 210, 255,	0675
Button top; bottom of top, feather edge, patterns Nos. 41, 73, 150, 188, 198, 222, 234,	065
Button top, square throat; bottom of top, feather edge, patterns Nos. 228, 233,	0675
Button top, front seam, narrow scarf:	
Four pieces to a pair,	05
Two pieces to a pair,	025
Fancy button top; bottom of top, feather edge, patterns Nos. 71, 72, 77,	08

Per 24 Pair.

Lace-oxford top; bottom of top, feather edge, patterns Nos. 111, 151, 191, 237, 256, 265, 267,	\$0 065
Lace-oxford top, square throat; bottom of top, feather edge, patterns Nos. 209, 213, 260,	0675
Seamless-oxford top; bottom of top, feather edge, patterns Nos. 206, 257, 263,	065
Fancy seamless-oxford top; bottom of top, feather edge, pattern No. 258,	08
Fancy oxford top; bottom of top, feather edge, pattern No. 196, . . .	12
Blucher-oxford quarter; heel and vamp edge, narrow scarf, patterns Nos. 22, 46, 48, 54, 154, 174, 236,	0775
Tuxedo blucher-oxford quarter; heel and vamp edge, narrow scarf, pat- tern No. 242,	086
Seamless blucher-oxford top; bottom of top, feather edge, pattern No. 208,	065
Fancy seamless blucher-oxford top; bottom of top, feather edge, pattern No. 215,	08
Foxed and seamless-blucher top; bottom of top, feather edge, patterns Nos. 27, 33, 37, 53, 110, 200, 207, 218, 224, 230, 231, 235, . . .	065
Foxed-blucher top; bottom of top, feather edge, patterns Nos. 31, 167, 201,	055
Vamp lap, narrow,	045
Whole-quarter-blucher top; heel and vamp edge, patterns Nos. 97, 98, 155, 220, 223, 225, 232, 238, 250,	0875
Whole-quarter-blucher top; heel and vamp edge, pattern No. 63, . . .	09
Button-blucher top; bottom of top, feather edge, pattern No. 96, . . .	055
Vamp lap, narrow,	045
Bal. top; complete except top of top, feather edge, pattern No. 162, . .	13
Bal. and blucher top; front and bottom, feather edge, patterns Nos. 29, 69, 210, 248,	12
Foxed-blucher top, No. 74 pattern:	
Half bottom, feather edge,	055
Three quarters around, plain edge,	09
Whole-quarter blucher, patterns Nos. 58, 119; front, top, back seam and vamp lap,	15
Underlay bal., pattern No. 261:	
Front of top and back seam, plain edge,	0875
Vamp lap, feather edge,	065
Oxford top, pattern No. 243; three quarters around, including back, feather edge,	125
Oxford top, pattern No. 257; three quarters around, not including back, feather edge,	125
Button-oxford top, pattern No. 104; bottom, feather edge,	08
Button-oxford top, pattern No. 49; bottom, feather edge,	065
Button-oxford top, pattern No. 149; vamp lap, feather edge,	065
Button-oxford top, patterns Nos. 47, 70, 79; bottom, feather edge, . . .	08
Button blucher-oxford top, pattern No. 50:	
Half bottom, feather edge,	055
Vamp lap, narrow scarf,	045
Blucher-oxford top, pattern No. 56:	
Front, half bottom and heel, feather edge,	10
Vamp lap, narrow scarf,	045
Foxed-oxford top, pattern No. 211; three-quarters around, feather edge, .	125
Seamless-oxford top, pattern No. 217; bottom and front, feather edge, .	08
Plug-oxford top, pattern No. 240; around bottom, feather edge,	06
Brogue-oxford top, pattern No. 259; three-quarters around, feather edge, .	125
Foxed and seamless-blucher vamp lap, narrow scarf,	04

Per 24 Pair.

Heel or back seam, narrow scarf; oxford, bal., button, foxed and seam-	
less blucher, patterns Nos. 27, 29, 31, 33, 37, 41, 53, 69, 71, 72,	
73, 74, 77, 96, 110, 111, 146, 148, 149, 150, 151, 157, 166, 167, 168,	
169, 178, 183, 188, 189, 191, 197, 198, 199, 200, 201, 209, 213, 216,	
218, 221, 222, 224, 226, 227, 228, 229, 230, 231, 233, 234, 235, 237,	
239, 246, 247, 248, 249, 251, 252, 253, 254, 256, 260, 262, 265, 266,	
267, 268, 269, 270, 273, 274,	\$0 04
Seamless oxford; heel seam, narrow scarf, patterns Nos. 49, 104, 206,	
208, 217, 257, 258,	03
Whole-quarter bal.; heel seam, narrow scarf, patterns Nos. 128, 210, 255,	05
Lace and anchor stays, folded scarf:	
Lace stay, patterns Nos. 162, 178, 239:	
Back, narrow,	07
Bottom, tapered,	03
Anchor stay, patterns Nos. 69, 216, 239, 248:	
Back, narrow,	09
Bottom, tapered,	055
Foxed-blucher A-stay, patterns Nos. 29, 261, back and bottom,	
narrow scarf,	09
Oxford lace stay, pattern No. 211:	
Back, narrow,	045
Bottom, tapered,	03
Oxford anchor stay, patterns Nos. 217, 243, 257, 259:	
Back, narrow,	09
Bottom, tapered,	055
Blucher-oxford lace stay, pattern No. 56; back and bottom, narrow	
scarf,	085
Top extension stay, No. 183 bal., four pieces to a pair; top and	
two sides, narrow scarf,	06
No. 11 front seam stay:	
Two sides, narrow,	07
Bottom, tapered,	015
Tongues:	
Bal.:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	015
All around,	035
Lace oxford:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	015
All around,	035
Blucher:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	02
All around,	04
Blucher-oxford:	
Bottom and $\frac{1}{2}$ inch wide up 2 inches on both sides,	02
All around,	04
No. 63 blucher tongue:	
Bottom,	02
All around,	05
Bellows tongues; not done.	
Backstays:	
Pattern No. 1:	
Sides, narrow,	035
Sides, folded,	04
Pattern No. 2:	
Sides, narrow,	06
Top, folded,	015

Backstays — *Con.*

Per 24 Pair.

Pattern No. 63:

Sides, narrow,	\$0 065
Top, folded,	015

Pattern No. 3, sides, narrow,

055

Pattern No. 4:

Sides, narrow,	04
Bottom, round, tapered,	0218
Sides, folded,	045

No. 41 pattern:

Sides, narrow,	04
Bottom, square, tapered,	015
Top, folded,	015

Strap stay:

Sides, narrow,	04
Bottom, round, tapered,	0218
Top, folded,	015

Pattern No. 7:

Sides, narrow,	05
Bottom, square, tapered,	015
Sides, folded,	06
Bottom, round, tapered,	0218

Pattern No. 10,

058

Pattern No. 11,

058

Pattern No. 13,

062

Pattern No. 210-W:

Sides, narrow,	05
Sides, folded,	055
Bottom, square, tapered,	015

Pattern No. 12, sides narrow,

05

Pattern No. 119, sides narrow,

05

Miscellaneous patterns:

Creole Congress:

Front fold,	135
Back fold,	09
Vamp lap, narrow,	03
Back seam,	05

Nullifier:

Front fold,	14
Back gore fold,	085
Vamp lap, narrow,	03
Back seam,	05

Marshall Congress:

Front:

Front, top and gore edge, folded,	13
Bottom of front, feather edge,	06

Back:

Front and top, folded,	06
Bottom of back, feather edge,	03
Back seam, narrow scarf,	04

Tongue,	015
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Regular or Philadelphia Congress:

Front:

Gore sides, stitched and turned or folded,	045
Top, narrow, bottom held off, feather edge,	065

Miscellaneous patterns — *Con.*

Per 24 Pair.

Regular or Philadelphia Congress — *Con.*

Back:

Gore sides, fold, top held off,	\$0 06
Bottom, tapered,	03
Back seam,	04

Southern Congress:

Front; front fold, bottom held off,	06
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Back:

Back fold, top and gore sides,	05
Bottom held off,	03
Back seam,	04

Sailor or Southern tie:

Front; front fold, bottom held off,	06
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Quarter:

Top and front, folded,	09
Bottom, feather edge,	06
Back seam, narrow scarf,	04

Prince Albert:

Front:

Front fold, bottom held off,	06
Top of front, narrow,	03

Quarter:

Top of front, fold,	075
Vamp lap, feather edge,	03
Back seam, narrow,	04

Bicycle shoe:

Top and front of top, narrow scarf,	08
Toe, feather edge,	04
Back seam, narrow scarf,	05
Front and tip stay, narrow scarf,	17

Hooker bootee:

Front of front, gore edge of front, folded,	12
Bottom of front, feather edge,	06
Top of front, narrow,	03
Gore edge of back, folded,	0533
Bottom of back, feather edge,	03
Top of back, narrow,	03
Back seam of back, narrow,	04
Top of top folded, bottom of top folded,	085
Front of top, narrow; back seam of top, narrow; two sections of bottom, narrow,	09
Tongue,	05

Backstay:

Narrow,	06
Tapered,	015

Storm King blucher:

Top of top, narrow,	075
Front of top, narrow,	10
Back seam, narrow,	05
Vamp lap,	058
Backstay, narrow,	06
Tongue:	
Two sides,	07
Bottom,	04

Miscellaneous patterns — *Con.*

Per 24 Pair.

Storm King bal.:

Top of top, narrow,	\$0 075
Front of top, narrow,	095
Back seam, narrow,	05
Vamp lap,	058
Backstay, narrow,	06

Bull bootee:

Front piece, two sides,	085
Bottom,	05
Narrow skive,	08
Tongue, fold,	06
Tongue, narrow,	05

Klondike bal.:

Top of top, narrow,	075
Front of top, narrow,	105
Back seam, narrow,	06
Bottom, feather edge,	07
Backstay, narrow,	07

Klondike blucher:

Top of top, narrow,	075
Front of top, narrow,	11
Back seam, narrow,	06
Vamp lap, narrow,	058
Backstay, narrow,	07
Tongue, two sides and bottom,	12

Jumbo blucher and shooting boot:

Top of top, narrow,	075
Front of top, narrow,	115
Back seam, narrow,	065
Vamp lap, narrow,	058
Backstay, narrow,	09

Tongue:

Two sides,	12
Bottom,	04

Extra:

Genuine buck, ooze and gray Nu Buck, $1\frac{1}{2}$ price.Patent leather, $1\frac{1}{4}$ price.Cloth with backing, $1\frac{1}{2}$ price.

Other leather, no extra.

Boys' and youths' shoes, 10 per cent less than the above prices.

Day price, no change.

Single pairs and cripples (not skiving cripples), and patterns on which no piece price has been made, are to be skived by the day until the piece price is established.

Samples of six pairs or more may be given to piece skivers at $1\frac{1}{2}$ price.

Checking system, no change.

Piece prices under existing agreements or otherwise not in conformity herewith are hereby superseded.

The Board recommends —

That all work be equally divided as nearly as possible.

That the price to be paid to girls checking for the skivers shall be left to the employer, the employee and the union to which the employee belongs, to fix a price depending upon the employee's ability.

That no more help shall be employed than is necessary properly to perform the work.

That all skiving shall be done in one department.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On April 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and vamps. (54)

Having heard the parties by their duly authorized representatives and considered said application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

	VAMPING.	Per 24 Pair.
Yellow- and pink-tagged bals.,	.	\$0 75
Yellow- and pink-tagged bluchers,	no change	65
White- and red-tagged bals.,	.	70
White- and red-tagged bluchers and blucher-oxfords,	no change	55
Yellow- and pink-tagged circular-seam oxfords,	.	525
White- and red-tagged circular-seam oxfords,	.	475
Arch-support vamps:		
Yellow- and pink-tagged bluchers,	.	70
Bluchers, otherwise tagged,	.	60
Compo blucher, with bellows tongue,	.	88
Single-needle work, bal. and button:		
Yellow- and pink-tagged,	.	90
White- and red-tagged,	.	82
Day work, \$30 per week of 48 hours.		
Hour work, at the rate of \$30 per 48-hour week.		

By agreement of the parties this decision shall take effect as of December 27, 1919.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

EPHRAIM ADAMS & CO., INC. — BOSTON.

On April 13 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Ephraim Adams & Co., Inc., of Boston, and bookbinders. (59)

A written agreement was entered into between the parties under date of May 21, 1918, and a difference having arisen as to the right of the em-

ployer to employ women in certain lines of work, under the terms of the agreement, the controversy was submitted to arbitration, the submission being under the following specifications: —

Whether or not under said agreement between Ephraim Adams & Co., Inc., and the International Brotherhood of Bookbinders, Locals Nos. 16, 56 and 207, men can be employed to perform the work required under the operations listed in said agreement under the heading, "Edition bindery-women's schedule, November 2, 1917," or women can perform the work required under the operations listed in said agreement under the heading, "Scale of wages, bookbinders of Greater Boston, in effect January 1, 1918, of Locals Nos. 16, 176 and 204 of the International Brotherhood of Bookbinders with Boston Typothetae."

After hearing the parties by their duly authorized representatives and considering the evidence presented, the Board submits the following summary: —

This agreement contains no provision specifically limiting the employer to the employment of women or men in any line of work, but the agreement provides in Article I as follows:

The E. Adams & Co., Inc., and the unions, parties hereto, agree to observe the working conditions and wage scales as set forth in agreement between the Boston Typothetae and the Locals Nos. 16, 176 and 204 of the I. B. of B., dated September 11, 1917, in effect January 1, 1918, to December 31, 1921, and the agreement between the Boston Typothetae and Bindery Women's Unions No. 56 of Boston, No. 207 of Cambridge and No. 213 of Norwood, of the I. B. of B., dated November 2, 1917, in effect October 1, 1917, to October 1, 1921, copies of which agreement are attached hereto.

The agreement therein referred to dated September 11, 1917, provides among other things a schedule of operations, establishes working hours and prices to be paid bindery men; and the agreement dated November 2, 1917, makes similar provisions for bindery women. It appeared that for some time previous to, at the time of and after the execution of the agreement, the employer had "split up" one of the operations listed in the men's schedule and a portion of the operation was being performed by women. The bookbinders maintain that this was a breach of the agreement, contending that under the terms of the agreement men only could be employed in the performance of operations listed under the men's schedule, and women only could be employed in performance of operations listed under the women's schedule. This contention was denied by the employer.

Evidence was submitted that this was an issue at the time the agreement was entered into, and that the employer then gave assurances, but no absolute promise, that under certain conditions he would attempt to change this system if he were able to do so. Witnesses who were conversant with and had taken part in establishing the two wage-schedule agreements, dated September 11 and November 2, 1917, testified that it was not intended in making such wage-schedule agreements to limit the employer in any way to the employment of either men or women in the per-

formance of operations therein specified, but that said wage schedules were established merely to regulate wages and working hours.

Further evidence relating to the controversy was submitted, and after due consideration thereof the Board finds that the employer, under the terms of this agreement, is within its rights in employing either men or women to do any of the work to be performed under the agreement.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY — MILFORD.

On April 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Milford, and lasters. (55)

Having heard the parties by their duly authorized representatives and considered the application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Regal Shoe Company at Milford for the work as there performed: —

Operating No. 5 bed machine:		Per 12 Pair.
Low-toed shoes,	no change	\$0 51
Panama and Penn lasts,	no change	60
Other high-toed shoes,	no change	63
Little gents', children's, misses', growing girls' and boys' (sizes 5½ and under),		48

This decision shall take effect as of January 29, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On April 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and lasters. (56)

Having heard the parties by their duly authorized representatives and considered the application and the reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Operating No. 5 bed machine:

Per 12 Pair.

Low-toed shoes,	no change	\$0 51
High-toed shoes (except the Reno last),	no change	63
Reno last (special),		1 40
Samples,	No change.	

By agreement of the parties this decision shall take effect as of January 22, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BROCKTON.

On April 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and lasters in Factories Nos. 1 and 3. (58)

Having heard the parties by their duly authorized representatives and considered the application and the reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by George E. Keith Company in Factories Nos. 1 and 3 at Brockton to operators of the pulling machine and the No. 5 bed machine for shoes with Celastic boxes.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On April 27 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and sole-leather workers. (72, 73)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Cutting outsoles,	Per Week.
Cutting innersoles,	\$36 40
Cutting fiber innersoles,	33 00
	30 00

	Per Week.
Casing outsoles,	\$28 80
Rounding innersoles,	27 36
Moulding counter,	27 36
Grading soles, Lacine machine,	18 00

By agreement of the parties this decision shall take effect as of February 20, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, HOWARD & FOSTER COMPANY, PRESTON B. KEITH SHOE COMPANY, M. A. PACKARD COMPANY, STACY-ADAMS COMPANY, THOMPSON BROTHERS SHOE COMPANY, E. E. TAYLOR COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On April 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Howard & Foster Company, Preston B. Keith Shoe Company, M. A. Packard Company, Stacy-Adams Company, Thompson Brothers Shoe Company, E. E. Taylor Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and engineers. (57)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the above-named employers to employees in Brockton for work as there performed: —

Engineers:	Per Week.
First-class,	\$45 00
Assistant operators,	40 00
Second-class,	40 00
Assistant operators,	36 00
Third-class,	36 00
Assistant operators,	36 00

As to all other matters in the application, no change; except that the Board recommends, when engineers are required to make repairs or perform other emergency work on Sunday, that they be paid therefor at the prevailing rates for Sunday work.

This decision shall take effect as of February 10, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

CUSHMAN & HÉBERT — HAVERHILL.

On April 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, shoe manufacturers of Haverhill, and employees.
(74)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Cushman & Hébert at Haverhill for the work as there performed: —

	Per 12 Pair.
Patent-tip repairing,	\$0 66
Lacing boots, one eyelet,	05
Lacing oxfords, one eyelet,	04
Samples, double price,	No change.
Bleaching in packing department; \$19.50 per week.	

By agreement of the parties this decision shall take effect as of January 30, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

EMERSON SHOE COMPANY — ROCKLAND.

On May 4 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company of Rockland and heel-shavers. (88)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the price paid by the Emerson Shoe Company at Rockland, for work as there performed, for shaving rubber heels in the white-tag grade: \$0.215 per 24 pair.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BROCKTON.

On May 4 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and Goodyear welters and stitchers in Factory No. 3 at Brockton. (91)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that under the agreement entered into on March 10, 1920, between George E. Keith Company and Goodyear welters and stitchers, there shall be no change in the grading of the white-tag shoes in Factory No. 3 at Brockton.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On May 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in the making department. (65)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

	Per 12 Pair.
Heel-shaving:	
On the last, no change	\$0 06½
Off the last,	06½
Rubber heels, no change	07
Samples, No change.	
Turning channels, no change	05
Hour work, No change: \$0 40	
Samples, No change.	
Lacing: blucher, two holes and tied; bal., one hole and tied, . no change	03½
Buttoning,	04
Lip-setting:	
Regular work, no change	05
Lasts Nos. 22, 37 and 33, no change	05
Blocking innersoles, \$30 per week.	
Cutting and forming canvas, no change	03

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, FIELD & FLINT COMPANY, GEORGE E. KEITH COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

On May 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Churchill & Alden Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Field & Flint Company, George E. Keith Company, E. E. Taylor Company and Thompson Brothers Shoe Company, of Brockton, and insole-channelers. (66)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers in Brockton for the work as there performed: —

Insole-channeling:	Per 24 Pair.
Men's shoes,	\$0 12
Women's shoes,	16

By the Board,

BERNARD F. SUPPLE, *Secretary.*

RICE & HUTCHINS, INC. — MARLBOROUGH.

On May 6 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and edgetrimmers in the Curtis factory. (67)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

Edgetrimming:	Per 12 Pair.
Men's shoes, red- and green-tagged grades,	\$0 35
Men's shoes, yellow- and pink-tagged grades,	27½

Edgetrimming — *Con.*

Per 12 Pair.

Boys' shoes, red- and green-tagged grades,	\$0 25
Boys' shoes, yellow- and pink-tagged grades,	23

By agreement of the parties this decision shall take effect as of January 1, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and finishers in the Curtis factory. (68)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

Polishing, including scraping slugs:	Per 12 Pair.
Black bottoms, foreparts and heels,	\$0 09
Shanks and heels,	06½
Top-pieces,	03½
Polishing shanks,	04½
Cleaning rubber soles and heels, no change	06
Polishing black bottoms, foreparts and shanks, with rubber heels,	06
Brushing; Nos. 52, 57, 58 and 59 finishes and oils, no change	04½
Polishing foreparts, no change	03
Polishing painted bottoms, Nos. 104, 30 and 65, all over, no change	04½
White staining, all over,	04½
Waxing, all over (No. 40 wax),	04½

This decision shall take effect as of March 5, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and tip-stitchers in the Curtis factory. (69)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

Tip-stitching, first row, two-needle machine:	Per 12 Pair.
Bals.,	\$0 05½
Patent leather,	05½
One cord,	05½
Bluchers,	05½
Patent leather,	06
One cord,	05½
Tip-stitching, three rows, one operation,	06

This decision shall take effect as of March 5, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and treers in the Curtis factory. (70)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the items of treeing submitted, as follows:—

	Per 12 Pair.
Patent leather,	\$0 32 $\frac{2}{3}$
Gun metal:	
Men's shoes,	26 $\frac{5}{8}$
Boys' shoes,	23 $\frac{1}{3}$
Lawrence calf,	29 $\frac{1}{6}$
Vici kid or russet vici,	28
Russia, cleaned and washed:	
Men's shoes,	23 $\frac{1}{3}$
Boys' shoes,	22 $\frac{1}{6}$
Box calf, men's shoes, cleaned,	16 $\frac{1}{3}$
Black elk, men's shoes, cleaned,	18 $\frac{2}{3}$
Day work, \$27.50 per week.	

This decision shall take effect as of May 5, 1920.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and wheelers, etc. (71)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the items of work submitted, as follows:—

	Per 12 Pair.
Wheeling:	
All around, by machine,	\$0 03 $\frac{1}{2}$
Foreparts, by machine,	03
Breasts, by hand,	01 $\frac{1}{2}$
Stamping, by machine,	01 $\frac{1}{4}$
Cementing bottoms, hand brush,	02

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GREGORY & READ COMPANY — LYNN.

On May 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, shoe manufacturer of Lynn, and stitchers.
(82)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 60 cents per 36 pair shall be paid by Gregory & Read Company at Lynn for stitching a cord on the top of a Theo tie, as the work is there performed.

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT COMPANY — ABINGTON.

On May 7 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and treccs.
(48)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett Company to employees at Abington for work as there performed upon women's shoes (being the prices now paid): —

	Per 12 Pair.
Patent leather and enamel (cleaned),	\$0 50 ⁸ / ₁₀
Patent leather and enamel with patent tops, cleaned and ironed all over,	70
Patent leather and enamel with vici, mat, kangaroo or leather of like nature, cleaned and ironed all over,	70
Patent-leather oxford with whole patent-leather quarters, cleaned and ironed all over,	70
Vici and glazed kangaroo, vamps and tops, cleaned and ironed all over,	475
Vici, chrome and kangaroo with colored leather tops, cleaned and ironed all over,	475
Box calf, kangaroo, black oil, Centaur and chrome waterproof, cleaned,	24
Smooth chrome calf or any stock of like nature, vamps and tops cleaned and ironed all over,	40
Smooth chrome calf or any stock of like nature, cleaned, marks taken out,	32
Wax calf, Manila calf and Cordovan, palm-finished,	70
Russia and colored leather of like nature, marks taken out, cleaned and polished,	60
Colored vici and kangaroo, cleaned, polished and ironed all over,	475
Single pairs and samples,	Half price extra.
Lots of 2 pair or 3 pair,	Half price extra.

Ironing when not stated above (by agreement):	Per 12 Pair.
Tops of high shoes,	\$0 0871
Tops of oxfords,	0871
Vamps,	0871
Included in above prices: boning out dents and marks, boning out stains; extra washing; extra cleaning of shellac; extra coat of polish; extra coat of filler.	
The Board also awards, for ironing tongues, flat,	03

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On May 7 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (75)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pair.	
	White- and Red-Tagged Shoes.	Yellow- and Pink-Tagged Shoes.
Operating No. 5 machine:		
Low-toed shoes:		
Dull leather,	\$0 85	\$1 00
Colored leather,	85	1 00
Patent leather,	1 12	1 26
Patent tip,	1 06	1 21
High-toed shoes:		
Dull leather,	97	1 12
Colored leather,	97	1 12
Patent leather,	1 26	1 38
Patent tip,	1 12	1 33
Cushion or felt innersoles,	Extra, \$0 10	

By agreement of the parties this decision shall take effect as of March 11, 1920.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and treers. (76)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Treeing:

Per 24 Pair.

Gun metal and velours,	no change	\$0 55
Black and tan vici,		55
Black box calf and box sides,		45
Colored box calf, Russia calf and Russia side leather,	no change	75
Patent leather,	no change	726

By agreement of the parties this decision shall take effect as of March 29, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**MEMBERS OF MASTER BAKERS' ASSOCIATION OF FALL RIVER,
COBB, BATES & YERXA COMPANY, PURITAN BAKERIES,
INC. — FALL RIVER.**

On May 7 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the members of the Master Bakers' Association of Fall River, Cobb, Bates & Yerxa Company, and the Puritan Bakeries, Inc., of Fall River, and their employees. (94)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and investigated the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the members of the Master Bakers' Association of Fall River, Cobb, Bates & Yerxa Company and the Puritan Bakeries, Inc., to their employees at Fall River for the work as there performed: —

	Per Week.
Journeyman bakers,	\$32 00
Foremen,	38 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

On May 11 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and cutters. (43)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company at Brockton for the work as there performed (shoes being cut in bulk and in large lots): —

Cutting Russia or gun-metal shoes:		Per Pair.
Blucher,		\$0 086
Bal.,		0814
Button, including fly and fly lining,		1034
Brogue bal., wing tip,		135
Brogue bal., oxford,		135
Lace oxford,		07
Blucher oxford,		075
Wing-tip bal., seamless vamps,		11
Wing-tip oxford,		10
Golf bal.,		0875
Golf oxford,		0775
Blocking tongues,		005
Blocking long stays,		005
Blocking small bal. top stays,		004
Cutting tongues,		01
Cutting long stays,		01
Cutting small bal. top stays,		0075
Cutting by machine, 75 per cent of the prices by hand,	No change.	
New patterns which may be introduced are not covered by this decision; prices therefor are to be considered by the parties in the usual manner.		

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On May 18 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Huckins & Temple Company, shoe manufacturer of Milford, and fin-
ishers. (80)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed: —

Bottom scouring:		Per 12 Pair.
Whole shoe, bottom, shank and top-lift; including naumkeaging,		\$0 16
Bottom and shank,		135
Top-lift, by agreement,		05
Samples:		
Bottom, shank and top-lift,	no change	19
Bottom and shank,	no change	15
Top-lift, by agreement,		07

No. 1 rough-scouring:		Per 12 Pair.
Regular and rubber heels,	no change	\$0 05
Samples,		075
No. 2 finishing, two papers:		
All kinds,		075
Samples,		10
Putting on heel dye by hand,		0225

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On May 18 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and solefasteners. (86)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by L. Q. White Shoe Company at Bridgewater, as follows: —

Grade indicated by white, red or red-striped tag:	Per 24 Pair.
Welting,	\$0 52
Roughrounding,	26

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RICE & HUTCHINS, INC. — MARLBOROUGH.

On May 18 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., and employees in the Curtis factory at Marlborough. (90)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed: —

	Per 12 Pair.	Per 48 Hours.
Cementing channels, no change	\$0 02½	
Turning down channels,	02½	
Rubber doubling,		\$13 50
Russet staining,		13 50
Staining foreparts and shanks,	04½	
No. 57, oiling foreparts, shanks and top-lifts,	05½	
Staining top-lifts, No. 103,	02½	

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BOSTON.

On May 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and levelers in its Boston factory. (77)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 8½ cents per 12 pair shall be paid by George E. Keith Company in Boston for leveling, as the work is there performed.

By agreement of the parties this decision shall take effect as of March 23, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY — MILFORD.

On May 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Milford and repairers. (84)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that \$21 per week shall be paid by the Regal Shoe Company at Milford for repairing black, patent and Russia shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

BRESNAHAN-MacLAUGHLIN SHOE COMPANY, A. M. CREIGHTON — LYNN.

On May 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company and A. M. Creighton, shoe manufacturers of Lynn, and lasters. (89)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no extra price paid to lasters for keeping the string over the cone of the last, in the factories of Bresnahan-MacLaughlin Shoe Company and A. M. Creighton at Lynn, except that 4 cents per 12 pair shall be paid for such work on Goodyear welt shoes in the factory of A. M. Creighton, as there performed.

By agreement of the parties this decision shall take effect as of April 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On May 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and solefasteners. (105)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Freedman-Powers Shoe Company at Brockton for the work as there performed: —

	Per 24 Pair.
Goodyear welting,	\$0 54
Goodyear stitching:	
White or surface stitch,	68
Fudge stitch,	62
Roughrounding,	28

By agreement of the parties this decision shall take effect as of February 2, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

KNIPE BROTHERS, INC. — HAVERHILL.

On May 27 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Knipe Brothers, Inc., shoe manufacturer of Haverhill, and assemblers.
(92)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the price paid by Knipe Brothers, Inc., at Haverhill for assembling, including chalking lasts and trimming heelseats: namely, 18 cents per 12 pair.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

**BROCKTON PUBLIC MARKET, GROCERS' BREAD COMPANY,
A. B. HASTINGS & SONS, A. T. LAWSON, MRS. W. H. TESTA,
F. B. WASHBURN & CO., CORP. — BROCKTON; C. A. CUSH-
MAN, B. S. LITTLEFIELD — WHITMAN.**

On May 27 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Brockton Public Market, Grocers' Bread Company, A. B. Hastings & Sons, A. T. Lawson, Mrs. W. H. Testa and F. B. Washburn & Co., Corp., of Brockton, and C. A. Cushman and B. S. Littlefield of Whitman, and employees. (100)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the above-named employers in Brockton and Whitman for the work as there performed: —

Foremen:	Per Week.
Of four or more bakers,	\$42 00
Of fewer than four,	40 00
Second men,	38 00
Dough-makers, oven men,	38 00
Bench men,	36 00
Jobbers, \$7 per day.	

Under clause 7 of the schedule relative to wages, in the agreement attached to the application, a dough-maker performing any portion of a day's work previous to 5 A.M. shall receive for such portion of the time as

he works previous to 5 A.M. additional compensation at the rate of 10 per cent of the established rate per hour.

By agreement of the parties this decision shall take effect as of April 26, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

KNIFE BROTHERS, INC. — HAVERHILL.

On June 1 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill, and stitchers.
(133)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Knife Brothers, Inc., to employees in Haverhill, for work as there performed:—

Closing:		Per 12 Pair.
Vamp, one seam without welt,		\$0 03½
Foxing, without welt,		03½
Vamp, one seam with welt,		04
Quarter,		03
Lace-row stitching:		
Double-needle machine, 2 rows:		
Bal. and blucher,		05½
Whole-quarter blucher:		
No. 8,		09½
No. 63,		11½
No. 88,		13½
Single-needle machine, 1 row:		
Bal. and blucher No. 9,		04½
Whole-quarter blucher:		
No. 8,		07½
No. 63,		09
No. 88,		10
Lining-making:		
Blucher, stitching on facing and heel stay,		14½
Bal., holding tongue, stitching on facing and heel stay,		17
Button boots, stitching front seam and heel stay,		13½
Blucher oxford, stitching heel stay,		07
Circular-seam oxford, stitching heel stay and toe lining,		15
Combination, leather-faced; stitching facing and heel stay,		17
Army shoes, stitching heel stay,		05½

Per 12 Pair.

Top-stitching with undertrimmer; holding on lining and holding strap when necessary:	
Bal., button bal. and blucher, plain and pressed edges, by agreement,	\$0 24
Circular-seam oxford,	15
Blucher oxford,	16
Button boots (extra row on button side),	26
Blucher, corded work,	16
Bal., corded work,	15
Army blucher, corded work, holding side facing and gusset; no change,	45
Southern tie, tongue and top,	23½
Button oxford,	17¾
Pointed button fly, four points, by agreement,	30
Button bal., corded work, extra row on button side,	17
Cording, including cementing for corder, by agreement,	08
Ellis lacing,	02½
Barring, Singer machine:	
Button fly, one bar,	03
Straps, one bar,	03
Blucher front, two bars,	04½
Hooking, without stay, 3 and 4 hooks,	03½
Hooking and holding stay, 3 and 4 hooks,	04½
Eyeletting, Rapid machine:	
Regular work:	
5 eyelets,	03½
6 eyelets,	04
10 eyelets,	05¾
Invisible eyelet:	
5 eyelets,	03¾
6 eyelets,	04¼
10 eyelets,	06
Blucher vamping:	
Space row without bar,	20
Close row with bar,	25
Circular-seam oxford, holding tongue,	23
Machine pressing without cementing:	
Blucher, all round,	08
Cylinder bal., all round,	07
Tops and around corners, No. 15 fitting,	06
Button boots, top and fly,	08
Blucher oxford,	08
Bal. oxford,	06½
Bal. and blucher, stitched and turned, front,	05½
Congress, top, side front and back,	09
Cementing for presser, all kinds, except tip,	03¼
Stitching backstays:	
Bal., button, foxed blucher and oxford,	07½
Blucher, whole-quarter stay, No. 16½,	11½
English backstay No. 7,	07
Two rows, whole-quarter stay, No. 17,	15
Holding strap, extra,	01½
Foxing stitching,	14
Stitching top facing,	03¾
Stamping lining, case number and size,	01¼
Marking lining with pen and ink,	02
Marking vamp for tip and quarter,	02½

	Per 12 Pair.
Marking center on vamps,	\$0 02½
Punching lining for heel stays,	01½
Punching faced oxford lining,	01½
Stamping faced oxford lining,	02½
Stamping stock number on lining,	01
Marking gore,	01½
Stitching innersole,	11
Pasting innersole,	04½
Samples,	Half price extra.
Hour work for operators,	Per hour, \$0.50. Per Week.
Lining-making and buttonhole-making,	\$22 50
All-round stitching,	22 50
Odd-shoe girl,	22 50
Matching work and stitching odd shoes,	22 50

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RICHARDS & BRENNAN COMPANY — RANDOLPH.

On June 3 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Richards & Brennan Company, shoe manufacturer of Randolph, and edgemakers. (95)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Richards & Brennan Company at Randolph for the work as there performed: —

	Per 24 Pair.
Edgetrimming,	\$0 82
Edgesetting, two settings,	82
Edgesetting, one setting,	62

This decision shall take effect, as to the first two items, as of January 26, 1920; as to the third item, on June 3, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On June 3 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and edgemakers. (96)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Freedman-Powers Shoe Company at Brockton for the work as there performed: —

	Per 24 Pair.
Edgetrimming,	\$0 82
Edgesetting, two settings,	82

By agreement of the parties this decision shall take effect as of January 26, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

J. H. WINCHELL & CO., INC. — HAVERHILL.

On June 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and lasters. (104)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in Haverhill for work as there performed: —

Assembling:	Per 12 Pair.
Vulco box,	\$0 15½
Keith box,	19
Leather box,	19
Odd shoes,	No extra.
Pulling over, all lasts and leathers,	15
Last-picking,	03½
Tacking innersoles and chalking lasts (innersoles to be trimmed when necessary),	04

Side-lasting:		Per 12 Pair.
Regular work,		\$0 15½
Cushion innersole,		18½
Whole covers,		19½
Half covers,		17½
Arch-support counter,		18½
Special counter on last No. 21,		15½
Plain-toed, all around,		36½
Odd shoes,	No extra.	
Spindling shoes,	by agreement, extra	03
		Per Week.
Matching work,	no change	\$30 00
Floor man in assembling room,		21 00
Throwing back lasts,		23 00
Hour work,	Per hour, \$0.65.	
Crowning,		30 00
Cobbling,		30 00
Odd-shoe men in lasting room,		21 00
Bed lasting:		Per 12 Pair.
Low-toed,		\$0 38½
Medium-toed,		41½
Medium-high-toed,		46½
High-toed,		48½
Plain-toed:		
No box,		36½
Keith box,		36½
High-toed last,		46½
Extras:		
Colored leather,	by agreement	03
Patent leather,	by agreement	06
Leather box,	by agreement	04
Cushion innersole,	by agreement	06
Turning back tips,	by agreement	04
Cripples or odd shoes, except such shoes as operator is personally responsible for,	No change; \$0.04 per pair.	
Samples on all parts,	No change.	
Overtime work, one-half price extra for work in excess of 48 hours per week.		

As to last-picking, the decision shall take effect, by agreement of the parties, as of July 19, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

CHURCHILL & ALDEN COMPANY — BROCKTON.

On June 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and sole-fasteners in the Farnum factory. (98)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board (without changing the present classification of the intermediate grade in the Farnum factory of the Churchill & Alden Company at Brockton) awards that the following prices shall be paid for the work as there performed: —

	Per 24 Pair.
Goodyear welting,	\$0 57
Roughrounding,	29
Goodyear stitching:	
White stitch,	72
Fudge stitch,	65

By agreement of the parties this decision shall take effect as of February 2, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

OLD COLONY SHOE COMPANY — BROCKTON.

On June 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Old Colony Shoe Company of Brockton and vamps. (101)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Old Colony Shoe Company at Brockton for the work as there performed: —

Vamping:

Per 24 Pair.

Regular long vamps:

One-needle machine, two rows,	. . . . .	\$1 01
Two-needle machine, two rows,	. . . . .	835

Circular vamps:

One-needle machine, two rows,	. . . . .	7769
Two-needle machine, two rows,	. . . . .	6027

By the Board,

BERNARD F. SUPPLE, *Secretary*.**W. L. DOUGLAS SHOE COMPANY — BROCKTON.**

On June 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and innersole-rounders, etc.
(223)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton for the work as there performed: —

		Per 100 Pair.
Rounding innersoles,	. . . . .	\$0 28
Trimming gem or Johnson innersoles,	. . . . .	34
Stamping innersoles,	. . . . .	09

By the Board,

BERNARD F. SUPPLE, *Secretary*.**J. I. MELANSON & BROTHER — LYNN.**

On June 23 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. I. Melanson & Brother, shoe manufacturers of Lynn, and ironers.
(308)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the ironers, three in number, recently employed by J. I. Melanson & Brother at Lynn, shall be reinstated.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On June 24 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and edgetrimmers. (222)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by L. Q. White Shoe Company at Bridgewater for edgetrimming shoes of its white- and red-tag grades: 60 cents per 24 pair for work as there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

DONOVAN'S SONS COMPANY — LYNN.

On June 24 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
Donovan's Sons Company, shoe manufacturer of Lynn, and perforators.
(288)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 36 cents per 36 pair shall be paid by Donovan's Sons Company at Lynn for perforating around the top of one-eyelet quarters, patterns Nos. 748 and 848, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

HUCKINS & TEMPLE COMPANY — MILFORD.

On June 29 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between
Huckins & Temple Company, shoe manufacturer of Milford, and employees in the cutting department. (102)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Huckins & Temple Company at Milford for the work as there performed:—

	Per Week of 48 Hours.
Whole-shoe cutting, by hand or machine,	no change \$40 00
Vamp sorting,	no change 40 00
Stock man,	no change 40 00
Top cutting, by hand,	32 00
Top sorting,	32 00
Cloth-lining cutting by hand,	35 00
Cripple man,	28 00
Crimping,	no change 24 00
Cutting linings by machine and casing linings,	24 00

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY—MILFORD.

On July 1 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Regal Shoe Company of Milford and employees in the stitching department. (83)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Regal Shoe Company to employees at Milford for work as there performed:—

MEN'S SHOES.

Stitching lining:	Per 12 Pair.
Bal. or blucher,	\$0 1404
Oxford, across lining,	no change 1597
Oxford, toe lining and tongue	no change 1277
Button,	065
Hybrid lining,	no change 1597
Oxford toe lining, including holding in tongue,	07
Stitching top facing, any shoe,	no change 0399
Barring and stitching toe lining:	
Any shoe except oxford,	no change 058
Oxford, including holding in tongue,	no change 0653
Stitching label, bal. or quarter blucher,	no change 0399
Doubling:	
Vamp and shank, bal. or button,	no change 0478
Vamp, whole-quarter blucher or oxford,	no change 0319
Tip,	0174

	Per 12 Pair.
Pasting blucher clip,	no change \$0 0238
Marking eyelet row:	
Bal., blucher oxford or oxford,	no change 0279
Whole-quarter blucher,	no change 0399
Anchor row,	no change 0399
Stitching eyelet row:	
Bal. or oxford,	05
Blucher oxford,	05
Whole-quarter blucher,	0964
Anchor row,	no change 0798
Staying seam, any style,	no change 0399
Staying button piece,	no change 0798
Outside backstaying:	
No. 1,	no change 0958
No. 8,	no change 1197
Seaming:	
Button fly,	no change 0798
Top,	no change 0399
Union Special machine,	no change 0319
Vamp, double seam,	08
Vamp, side seams,	no change 0399
Foxing,	0399
Folding and cementing:	
Bal. or blucher by hand,	11
Bal. or oxford by machine,	no change 0917
Blucher oxford by hand,	no change 1277
Oxford by hand,	no change 1436
Button top by machine,	no change 0319
Vamp by machine,	no change 0798
Button fly,	no change 0958
Top,	no change 0239
Shank by hand,	no change 0478
Shank by machine,	no change 0238
Army shoes by machine,	no change 0726
Stitching foxing:	
Any shoe, 2-needle machine,	1756
Zigzag seam,	no change 0319
Whole-quarter blucher combination,	0438
Eyeletting:	
Duplex, regular,	no change 0399
Invisible, regular,	no change 0638
Hooking,	no change 0319
Undertrimming:	
Bal. or whole-quarter blucher,	no change 2075
Blucher oxford or oxford,	no change 1916
Button, pasted,	no change 1597
Tip stitching, Singer machine:	
First operation,	06
Second operation, holding in box,	07
Miscellaneous:	
Seaming welt,	no change 0399
Rubbing seams and trimming,	no change 0118
Staying top,	no change 0399
Pasting patch, button side,	no change 0319
Pasting lining, button top,	no change 0877
Stitching tongue to blucher,	no change 0958

Miscellaneous — *Con.*

	Per 12 Pair.
Seaming leather lining of boots,	\$0 04125
Backstaying six-sixteenths stay:	
Bal. or button top,	06
Blucher,	09
Pasting invisible stay,	no change 0319

LITTLE GENTS', CHILDREN'S, YOUTHS', MISSES', GROWING GIRLS', BOYS'.

For labor specified in items of foregoing list, when performed on sizes $5\frac{1}{2}$ and smaller, there shall be no change in the prices now paid.

MISCELLANEOUS.

	Per Hour.
Inexperienced girls under sixteen years of age,	\$0 21
Undertrimming,	no change 4537
Other hour work,	no change 3832
Inexperienced girls, sixteen years of age and over:	Per Week of 48 Hours.
First 3 months,	\$10 00
Second 3 months,	11 00
Second 6 months,	13 50
After 1 year,	15 00
Operating pricking machine,	19 50
All-round stitching,	22 35
Foxing stitching,	19 50
Attaching buttons and inspecting work,	15 00
Top-sorting and trimming, including trimming vamps,	15 00
Clerical work,	14 00

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On July 1 the following decision was rendered: —

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum Factories), Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company (Factories A and C), W. L. Douglas Shoe Company (Factories Nos. 1, 3 and 5), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1 and 3), Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and treers. (134-159)

Having considered said applications, heard the parties by their duly authorized representatives and considered the reports of expert assistants nominated by the parties, the Board awards that 65 cents per hour shall be paid by the above-named employers in Brockton for treeing shoes as the work is there performed.

By agreement of the parties this decision shall take effect as of May 26, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LUKE W. REYNOLDS COMPANY — BROCKTON.

On July 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and sole-fasteners. (226)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company at Brockton for the work as there performed: —

	Per 24 Pair.
Goodyear welting,	\$0 60
Goodyear stitching:	
White or surface stitch,	72
Fudge stitch,	65
Roughrounding,	28

By agreement of the parties this decision shall take effect as of May 20, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On July 12 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (93)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

	Per 12 Pair.
Leveling,	no change \$0 06
Butting welt,	no change 025
Pulling wire tacks,	03
Sorting and grading taps,	Per week, \$25.
Leveling samples,	No change; $\frac{1}{2}$ price extra.
Pulling two tacks on all covered shoes,	No extra.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and Rapid stitchers. (103)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed:—

WELT DEPARTMENT.

Rapid stitching:	Per 12 Pair.
Black fudge stitch,	no change \$0 27
White stitch,	no change 30
Rubber-soled,	no change 36
Double-soled,	No change; no extra.
Around heel,	$\frac{1}{2}$ price extra.
Rubber welt,	No change; double price.
Samples,	No change; double price.
On ball-room last, sizes 12 to 16,	$\frac{1}{2}$ price extra.
Hour work,	No change; \$0.90.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and stock-fitters. (289)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed:—

	Per 12 Pair.
Turning channel,	no change \$0 04
Beating-out,	no change 0275
Gemming and trimming:	
Peaked toes,	no change 0475
Regular toes,	no change 045
Channeling innersole:	
Regular toes,	no change 05
Peaked toes,	no change 08
Cementing channel,	0125
Stamping innersole,	No change; per 60 pair, \$0.065.
Samples,	No change; $\frac{1}{2}$ price extra.
Hour work,	No change; \$0.60.
	Per Week.
Casing innersole,	\$25 00
Rounding innersole,	24 00
Bench work,	17 50

	Per Week.
Cementing channel,	\$17 50
Sorting top-lifts,	24 00
Moulding heels,	24 00
Compressing top-lifts,	23 00
Second man, casing heels, no change	20 00
Rolling and splitting,	22 50
Working around room,	20 00

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (291)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill for the work as there performed:—

Packing department:	Per Week.
Feeling for tacks, no change	\$16 50
Cleaning linings, no change	16 50
Girl working around room, no change	16 50
Man filling in odd shoes, no change	25 00

Finishing bottoms:

Burnishing:	Per 12 Pair.
Shanks, no change	\$0 0525
All over, no change	0725
Tops, no change	0275
Shanks, new work,	035
Cleaning slugs, no change	015
Samples, No change; $\frac{1}{2}$ price extra.	
Trimming toe, no change	0225

Stitching department:

Staying vamp,	045
Staying foxing, no change	035
Staying oxfords, no change	0375
Double-seam vamp,	08
Samples, No change; $\frac{1}{2}$ price extra.	
Closing lining,	0275
Closing lining, after three weeks' experience; per hour, \$0.35.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, HOWARD & FOSTER COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, STONE, TARLOW COMPANY, INC. — BROCKTON.

On July 14 the following decisions were rendered:—

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and vamps. (214)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company to employees in Brockton for work as there performed:—

VAMPING.

Single-needle machine:

Long vamp:	Per 24 Pair.
Two rows and heel row, folded edges,	no change \$1 227
Two rows and heel row, plain edges,	no change 1 1835
Circular vamp, plain or folded edges,	no change 79148
Blucher, two rows spaced,	no change 8586
Third row, half or all the way around,	no change 2736
Jersey stay,	no change 2722
Per hour,	no change 7291

Extras:

Raised throat,	10
Wing tip, presser roll passed over,	08
Left and right tongues, to be barred or paid for as holding in tongues,	058
Perforated vamp and top,	No extra.
Pinked edge,	No extra.
Folded edge,	No extra.
Square or wide throat,	No extra.
Square throat where stop is made,	No change.
Backstay stitched through lining,	No extra.
Holding in center stay,	No extra.
Blucher, barred,	No extra.
Blucher, deep-cut,	No extra.
Earl Blucher,	No change.
Heel row,	No change.
Bellows tongue,	No extra.
Cordovan,	No change.
Regular-height top on circular vamp,	No extra over oxford top.
Left and right tops,	No extra.
Leather lining,	No extra.
Oxford button or bal,	No extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and vamps. (215)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in Brockton for work as there performed:—

VAMPING.

Ralston Factory:

Single-needle machine:

	Per 24 Pair.
Long vamp, two rows,	no change \$1 0092
Circular vamp, two rows,	no change 7769
Sport circular vamp, two rows,	no change 1 15
Wave bal., two rows,	no change 1 089
Cubist bal., two rows,	no change 1 089
Grecian bal., two rows,	no change 1 089
Sport bal., two rows,	no change 9512
Regular blucher, space row,	no change 786
Earl blucher, space row,	no change 8336
Per hour,	No change; \$0 7291.

Farnum Factory:

Single-needle machine:

Long vamp, two rows,	9512
Circular vamp, two rows,	7334
Wave bal., two rows,	no change 1 0092
Cubist bal., two rows,	no change 9947
Grecian bal., two rows,	no change 9947
Sport bal., two rows,	no change 8931
Regular blucher, space row,	no change 7569

Two-needle machine:

Long vamp, two rows,	no change 7769
Circular vamp, two rows,	5736
Sport bal., two rows,	no change 7186
Per hour,	No change; \$0 7291.

Extras:

Raised throat,	10
Wing tip, presser roll passed over,	08
Left and right tongues, to be barred or paid for as holding in tongues,	058
Earl blucher, Farnum Factory,	045
Perforated vamp and top,	No extra.
Pinked edge,	No extra.
Folded edge,	No extra.
Square or wide throat,	No extra.
Square throat where stop is made,	No change.
Backstay stitched through lining,	No extra.
Holding in center stay,	No extra.
Blucher, barred,	No extra.
Blucher, deep-cut,	No extra.
Heel row,	No change.
Bellows tongue,	No extra.

Extras — Con.

Per 24 Pair.

Cordovan,	No change.
Regular-height top on circular vamp, .	No extra over oxford top.
Left and right tops,	No extra.
Leather lining,	No extra.
Oxford button or bal.,	No extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and vampers. (216)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers Company to employees in Brockton for work as there performed: —

VAMPING.

Single-needle machine:

Per 24 Pair.

Long vamp, two rows,	no change	\$0 9512
Circular vamp, two rows,	no change	7334
Tuxedo vamp, two rows,	no change	90

Two-needle machine:

Circular vamp, two rows,	no change	5736
Tuxedo vamp, two rows,	no change	70
Per hour,	No change;	\$0.7291.

Extras:

Raised throat,	10
Wing tip, presser roll passed over,	08
Left and right tongues, to be barred or paid for as holding in tongues,	058
Earl blucher,	045
Perforated vamp and top,	No extra.
Pinked edge,	No extra.
Folded edge,	No extra.
Square or wide throat,	No extra.
Square throat where stop is made,	No change.
Backstay stitched through lining,	No extra.
Holding in center stay,	No extra.
Blucher, barred,	No extra.
Blucher, deep-cut,	No extra.
Heel row,	No change.
Bellows tongue,	No extra.
Cordovan,	No change.
Regular-height top on circular vamp, .	No extra over oxford top.
Left and right tops,	No extra.
Oxford button or bal.,	No extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.
Samples,	One-half price extra.
Lots of not more than 6 pair,	One-half price extra.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (217)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company to employees in Brockton for work as there performed: —

VAMPING.

Factory No. 1:

Single-needle machine:	Per 24 Pair.
Long vamp, two rows, no change	\$0 9512
AA long vamp, two rows, no change	1 052
AA circular vamp, two rows, no change	806
Blucher, space row, no change	786
Per hour, No change;	\$0.7291.

Factory C:

Single-needle machine:	
Circular vamp, two rows, no change	7478
Per hour, No change;	\$0.7291.

Extras:

Raised throat,	10
Wing tip, presser roll passed over,	08
Left and right tongues, to be barred or paid for as holding in tongues,	058
Earl blucher,	045
Perforated vamp and top, No extra.	
Pinked edge, No extra.	
Square or wide throat, No extra.	
Square throat where stop is made, No change.	
Backstay stitched through lining, No extra.	
Holding in center stay, No change.	
Blucher, barred, No extra.	
Blucher, deep-cut, No extra.	
Heel row, No change.	
Bellows tongue, No extra.	
Cordovan, No change.	
Regular-height top on circular vamp, No extra over oxford top.	
Left and right tops, No extra.	
Leather lining, No extra.	
Oxford button or bal, No extra.	
Samples, One-half price extra.	
Lots of not more than 6 pair, One-half price extra.	
Holding back backstay, No extra.	
Vamps put on as centered or when vamer has to swing the center, No extra.	

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and vamps. (218)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and

the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Howard & Foster Company to employees in Brockton for work as there performed:—

VAMPING, GREEN-STRIPED-TAG GRADE.

Single-needle machine:		Per 24 Pair.
Long vamp, two rows,	no change	\$1 0162
Circular vamp, two rows,	no change	7769
Winton bal., two rows,	no change	1 0888
Civic bal., two rows,	no change	9512
Bone-dry bal., two rows,	no change	9512
Blucher, space row,		786
Seamless blucher,		1 51
Two-needle machine:		
Long vamp, two rows,	no change	835
Circular vamp, two rows,	no change	6027
Per hour,	No change;	\$0.7291.
Extras (all grades):		
Raised throat,		10
Wing tip, presser roll passed over,		08
Left and right tongues, to be barred or paid for as holding in tongues,		058
Earl blucher,		045
Heel row,		1452
Perforated vamp and top,	No extra.	
Pinked edge,	No extra.	
Folded edge,	No extra.	
Square or wide throat,	No extra.	
Square throat where stop is made,	No change.	
Backstay stitched through lining,	No extra.	
Holding in center stay,	No extra.	
Blucher, barred,	No extra.	
Blucher, deep-cut,	No extra.	
Bellows tongue,	No extra.	
Cordovan,	No change.	
Regular-height top on circular vamp,	No extra over Oxford top.	
Leather lining,	No extra.	
Oxford button or bal.,	No extra.	
Samples,	One-half price extra.	
Lots of not more than 6 pair,	One-half price extra.	
Holding back backstay,	No extra.	

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vamps.
(219)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall Company to employees in its vamping department at Brockton for work as there performed:—

Single-needle machine:

Per 24 Pair.

Long vamp, two rows,	no change	\$1 009
Circular vamp, two rows,	no change	7769
College bal., two rows,	no change	1 0492
Swagger bal., two rows,	no change	1 0383
Brigadier bal., two rows,	no change	9512
Wave bal., two rows,	no change	9512
Master bal., two rows,	no change	1 0383
Correct bal., two rows,	no change	9512
Blucher, space row,	no change	786
Third row, half or all the way around,		2678

Two-needle machine, two rows:

Long vamp,	no change	835
Brigadier bal.,	no change	7769
Wave bal.,	no change	7769
Correct bal.,	no change	7769
Circular bal.,	no change	6027
Varsity bal.,	no change	6027
Master bal.,	no change	8639
Swagger bal.,	no change	8639
Major bal.,	no change	8363
Per hour,	No change;	\$0.7291.

Extras:

Raised throat,		10
Wing tip, presser roll passed over,		08
Left and right tongues, to be barred or paid for as holding in tongues,		058
Earl blucher,		045
Perforated vamp and top,	No extra.	
Pinked edge,	No extra.	
Folded edge,	No extra.	
Square or wide throat,	No extra.	
Square throat where stop is made,	No change.	
Backstay stitched through lining,	No extra.	
Holding in center stay,	No extra.	
Blucher, barred,	No extra.	
Blucher, deep-cut,	No extra.	
Heel row,	No change.	
Bellows tongue,	No extra.	
Cordovan,	No change.	
Regular-height top on circular vamp,	No extra over oxford top.	
Left and right tops,	No extra.	
Leather lining,	No extra.	
Oxford button or bal.,	No extra.	
Samples,	One-half price extra.	
Lots of not more than 6 pair,	One-half price extra.	
Holding back backstay,	No extra.	

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and vamps. (220)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by

the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in Brockton, for work as there performed:—

VAMPING, GREEN AND YELLOW-STRIPED-TAG GRADE.

Single-needle machine:		Per 24 Pair.
Long vamp, two rows,	no change	\$1 009
Circular vamp, two rows,	no change	7769
New York bal., two rows,	no change	9512
Blucher, space row,	no change	844
Seamless blucher,	no change	1 512
Third row, half or all the way around,	no change	2678
Two-needle machine:		
Long vamp, two rows,	no change	835
Circular vamp, two rows,	no change	6027
Per hour,	No change;	\$0.7291.
Extras (all grades):		
Raised throat,		10
Wing tip, presser roll passed over,		08
Left and right tongues, to be barred or paid for as holding in tongues,		058
Earl blucher,		045
Perforated vamp and top,	No extra.	
Pinked edge,	No extra.	
Folded edge,	No extra.	
Square or wide throat,	No extra.	
Square throat where stop is made,	No change.	
Backstay stitched through lining,	No extra.	
Blucher, barred,	No extra.	
Blucher, deep-cut,	No extra.	
Heel row,	No change.	
Bellows tongue,	No extra.	
Cordovan,	No change.	
Regular-height top on circular vamp,	No extra over oxford top.	
Left and right tops,	No extra.	
Leather lining,	No extra.	
Oxford button or bal.,	No extra.	
Samples,	One-half price extra.	
Lots of not more than 6 pair,	One-half price extra.	
Holding back backstay,	No extra.	

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vamps. (221)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards no change in the prices now paid by Stone, Tarlow Company, Inc., at Brockton for vamping shoes of the pattern submitted to the Board (described in the application as having a "so-called square throat").

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On July 19 the following decision was rendered:—

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum Factories), Condon Brothers Company, Diamond Shoe Company (Nos. 1, 3; C), W. L. Douglas Shoe Company (Nos. 1, 2, 3), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, and lasters. (106-108, 110-114, 116-132)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work specified, except as follows:—

Extras:	Per 24 Pair.
Innersole-tacking, iron-toe lasts,	\$0 01
Four- or five-pair lots, extra; half to assembler, half to No. 5 operator,	24
One-, two- or three-pair lots,	Extra, one-half price.
When assembler is required to insert rubber, canvas or paper in toe of shoe,	0726

Extras — *Con.*

Per 24 Pair.

When assembler is required to pick counters,	\$0 03
Pulling single cripples by machine,	Extra, one-half price.

By agreement of the parties this decision shall take effect as of June 21, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

STACY-ADAMS COMPANY — BROCKTON.

On July 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and lasters.
(128)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Stacy-Adams Company at Brockton for the items of work specified, except as follows: —

Innersole-tacking:	Per 24 Pair.
Tacking and trimming, by hand,	\$0 20
Iron-toe lasts,	extra 01
Four- or five-pair lots, extra; half to assembler, half to No. 5 operator, .	24
One-, two- or three-pair lots,	Extra, one-half price.
When assembler is required to insert rubber, canvas or paper in toe of shoe,	extra 0726
When assembler is required to pick counters,	extra 03
Pulling single cripples by machine,	Extra, one-half price.

By agreement of the parties this decision shall take effect as of June 21, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY —
BROCKTON.**

On July 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Brockton Co-operative Boot and Shoe Company of Brockton and vampers. (311)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the Brockton Co-operative Boot and Shoe Company shall pay for vamping "new" circular bal., single-needle, two rows, \$0.096 per 24 pair more than for regular circular pattern.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

DIAMOND SHOE COMPANY — BROCKTON.

On July 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Diamond Shoe Company of Brockton and vampers. (312)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the Diamond Shoe Company shall pay for vamping No. 160 circular bal., single-needle, two rows, \$0.1742 per 24 pair more than for regular circular pattern.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

E. E. TAYLOR COMPANY — BROCKTON.

On August 17 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers. (290)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the E. E. Taylor Company of Brockton shall pay to employees in the finishing department for work as there performed on the items known as gumming bottoms the same prices as are now paid for the items known as gumming natural bottoms.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

EMERSON SHOE COMPANY — ROCKLAND.

On August 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company of Rockland and edgeseeters. (301)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price of 54 cents per 24 pair now paid by the Emerson Shoe Company to employees at Rockland for setting edges, one setting, on the so-called white-tagged shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On August 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (315)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company at Bridgewater to employees in the lasting department for work as there performed: —

Operating No. 5 machine:					Per 24 Pair.		
Low-toed shoes:					White- and Red- Tagged Shoes.	Yellow- and Pink- Tagged Shoes.	
Dull leather,	.	.	.	.	no change	\$0 85	\$1 00
Colored leather,	.	.	.	.	no change	85	1 00
Patent leather,	.	.	.	.	no change	1 12	1 26
Patent tip,	.	.	.	.	no change	1 06	1 21
High-toed shoes:							
Dull leather,	.	.	.	.	no change	97	1 12
Colored leather,	.	.	.	.	no change	97	1 12
Patent leather,	.	.	.	.	no change	1 26	1 38
Patent tip,	.	.	.	.	no change	1 12	1 33
Cushion or felt innersole,	.	.			No change; extra,	\$0 10.	

By the Board,

BERNARD F. SUPPLE, *Secretary*.

REGAL SHOE COMPANY — WHITMAN.

On August 24 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and employees in the solefastening department. (330).

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Regal Shoe Company at Whitman to employees in the solefastening department for work as there performed: —

Women's so-called imitation turned shoes:		Per 12 Pair.
Foreparts:		
Goodyear welting,	. . . . .	\$0 38
Goodyear stitching:		
White stitch,	. . . . .	33
Fudge stitch,	. . . . .	29
Roughrounding,	. . . . .	15
McKay-sewing shanks,	. . . . .	18

By agreement of the parties this decision shall take effect as of the date of the inception of the work.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On August 26 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and cutters.
(188)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:		Per Week of 48 Hours.	
Hand, block or machine,	.	.	\$25 00
Crimping:			
Cloth and leather toe linings,	.	no change	16 32
Outsides:			
First 3 months,	.	no change	16 32
Second 3 months,	.	no change	18 24
Third 3 months,	.	no change	20 16
After 9 months,	.	.	25 00
Throating,	.	.	26 00
Marking linings:			
First 3 months,	.	no change	13 44
Second 3 months,	.	no change	15 84
After 6 months,	.	.	20 00
Putting up linings:			
First 3 months,	.	no change	14 88
After 3 months,	.	no change	18 24

Matching up work:						Per Week of 48 Hours.	
First 3 months,	.	.	.	.	.	no change	\$16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton, and cutters. (189)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32
Outsides:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00
Marking linings:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	.	20 00

						Per Week of 48 Hours.	
Putting up linings:							
First 3 months,	.	.	.	.	.	no change	\$14 88
After 3 months,	.	.	.	.	.	no change	18 24
Matching up work:							
First 3 months,	.	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.		25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Shoe Manufacturing Company of Brockton, and cutters.
(190)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Shoe Manufacturing Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.	
Leather linings:							
Hand, block or machine,	.	.	.	.	.		\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32
Outsides:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.		25 00
Throating,	.	.	.	.	.		26 00

Marking linings:		Per Week of 48 Hours.
First 3 months,	no change	\$13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and cutters. (191)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:		Per Week of 48 Hours.
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00

	Per Week of 48 Hours.
Throating,	\$26 00
Marking linings:	
First 3 months,	no change 13 44
Second 3 months,	no change 15 84
After 6 months,	20 00
Putting up linings:	
First 3 months,	no change 14 88
After 3 months,	no change 18 24
Matching up work:	
First 3 months,	no change 16 80
After 3 months,	no change 19 20
Punching tips and pinking,	no change 19 20
Cutting trimmings, hand and clicker:	
First 3 months,	no change 16 32
Second 3 months,	no change 18 24
Third 3 months,	no change 20 16
After 9 months,	25 00
Marking vamps for tips:	
First 3 months,	no change 13 44
Second 3 months,	no change 14 88
Third 3 months,	no change 16 32
After 9 months,	no change 18 24
Matchmarking and casing up work:	
First month,	no change 12 00
Second month,	no change 13 44
Third month,	no change 14 88
After 3 months,	no change 16 32
Dieing out on block:	
First 4 months,	no change 12 00
Second 4 months,	no change 15 36
Third 4 months,	no change 18 24
After 12 months,	no change 19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and cutters.
(192)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers Company, at Brockton, to employees in the cutting department for work as there performed: —

	Per Week of 48 Hours.
Leather linings:	
Hand, block or machine,	\$25 00
Crimping:	
Cloth and leather toe linings,	no change 16 32
Outsides:	
First 3 months,	no change 16 32
Second 3 months,	no change 18 24

Crimping — *Con.*

Outsides — <i>Con.</i>						Per Week of 48 Hours.	
Third 3 months,	.	.	.	.	.	no change	\$20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00
Marking linings:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	.	20 00
Putting up linings:							
First 3 months,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	18 24
Matching up work:							
First 3 months,	.	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton, and cutters. (193)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Joseph F. Corcoran Shoe Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32

Crimping — *Con.*

Outsides:					Per Week of 48 Hours.	
First 3 months,	.	.	.	.	no change	\$16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	26 00
Marking linings:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	20 00
Putting up linings:						
First 3 months,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	18 24
Matching up work:						
First 3 months,	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	no change	19 20
Punching tips and pinking,						
	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:						
First 3 months,	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	25 00
Marking vamps for tips:						
First 3 months,	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	no change	18 24
Matchmarking and casing up work:						
First month,	.	.	.	.	no change	12 00
Second month,	.	.	.	.	no change	13 44
Third month,	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	no change	16 32
Dieing out on block:						
First 4 months,	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Diamond Shoe Company of Brockton, and cutters. (194)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,	.	.	.	.	.	.	\$25 00
Crimping:							
Cloth and leather toe linings,	.	.	.	.	.	no change	16 32
Outsides:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Throating,	.	.	.	.	.	.	26 00
Marking linings:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	15 84
After 6 months,	.	.	.	.	.	.	20 00
Putting up linings:							
First 3 months,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	18 24
Matching up work:							
First 3 months,	.	.	.	.	.	no change	16 80
After 3 months,	.	.	.	.	.	no change	19 20
Punching tips and pinking,	.	.	.	.	.	no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,	.	.	.	.	.	no change	16 32
Second 3 months,	.	.	.	.	.	no change	18 24
Third 3 months,	.	.	.	.	.	no change	20 16
After 9 months,	.	.	.	.	.	.	25 00
Marking vamps for tips:							
First 3 months,	.	.	.	.	.	no change	13 44
Second 3 months,	.	.	.	.	.	no change	14 88
Third 3 months,	.	.	.	.	.	no change	16 32
After 9 months,	.	.	.	.	.	no change	18 24
Matchmarking and casing up work:							
First month,	.	.	.	.	.	no change	12 00
Second month,	.	.	.	.	.	no change	13 44
Third month,	.	.	.	.	.	no change	14 88
After 3 months,	.	.	.	.	.	no change	16 32
Dieing out on block:							
First 4 months,	.	.	.	.	.	no change	12 00
Second 4 months,	.	.	.	.	.	no change	15 36
Third 4 months,	.	.	.	.	.	no change	18 24
After 12 months,	.	.	.	.	.	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton, and cutters. (195)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and cutters.
(196)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Charles A. Eaton Company, at Brockton, to employees in the cutting department for work as there performed:—

		Per Week of 48 Hours.
Leather linings:		
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and cutters.
(197)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Field & Flint Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:							Per Week of 48 Hours.
Hand, block or machine,							\$25 00
Crimping:							
Cloth and leather toe linings,							no change 16 32
Outsides:							
First 3 months,							no change 16 32
Second 3 months,							no change 18 24
Third 3 months,							no change 20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,							no change 13 44
Second 3 months,							no change 15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,							no change 14 88
After 3 months,							no change 18 24
Matching up work:							
First 3 months,							no change 16 80
After 3 months,							no change 19 20
Punching tips and pinking,							no change 19 20
Cutting trimmings, hand and clicker:							
First 3 months,							no change 16 32
Second 3 months,							no change 18 24
Third 3 months,							no change 20 16
After 9 months,							25 00
Marking ramps for tips:							
First 3 months,							no change 13 44
Second 3 months,							no change 14 88
Third 3 months,							no change 16 32
After 9 months,							no change 18 24
Matchmarking and casing up work:							
First month,							no change 12 00
Second month,							no change 13 44
Third month,							no change 14 88
After 3 months,							no change 16 32
Dieing out on block:							
First 4 months,							no change 12 00
Second 4 months,							no change 15 36
Third 4 months,							no change 18 24
After 12 months,							no change 19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company, shoe manufacturer of Brockton, and cutters.
(198)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Givren, Blunt Shoe Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:		Per Week of 48 Hours.
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and cutlers.
(199)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Howard & Foster Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and cutters.
(200)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:		Per Week of 48 Hours.
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton, and cutiers. (201)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Preston B. Keith Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

						Per Week of 48 Hours.	
Leather linings:						\$25 00	
Hand, block or machine,							
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and cutters.
(202)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Killory-Moriarty Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

*In the matter of the joint application for arbitration of a controversy between
A. E. Little Company, shoe manufacturer of Brockton, and cutters.
(203)*

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by A. E. Little Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company, shoe manufacturer of Brockton, and cutters. (204)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Charles E. Lynch Shoe Manufacturing Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:		Per Week of 48 Hours.
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
First 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and cutters.
(205)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:							Per Week of 48 Hours.	
Hand, block or machine,								\$25 00
Crimping:								
Cloth and leather toe linings,							no change	16 32
Outsides:								
First 3 months,							no change	16 32
Second 3 months,							no change	18 24
Third 3 months,							no change	20 16
After 9 months,								25 00
Throating,								26 00
Marking linings:								
First 3 months,							no change	13 44
Second 3 months,							no change	15 84
After 6 months,								20 00
Putting up linings:								
First 3 months,							no change	14 88
After 3 months,							no change	18 24
Matching up work:								
First 3 months,							no change	16 80
After 3 months,							no change	19 20
Punching tips and pinking,							no change	19 20
Cutting trimmings, hand and clicker:								
First 3 months,							no change	16 32
Second 3 months,							no change	18 24
Third 3 months,							no change	20 16
After 9 months,								25 00
Marking vamps for tips:								
First 3 months,							no change	13 44
Second 3 months,							no change	14 88
Third 3 months,							no change	16 32
After 9 months,							no change	18 24
Matchmarking and casing up work:								
First month,							no change	12 00
Second month,							no change	13 44
Third month,							no change	14 88
After 3 months,							no change	16 32
Dieing out on block:								
First 4 months,							no change	12 00
Second 4 months,							no change	15 36
Third 4 months,							no change	18 24
After 12 months,							no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and cutters.
(206)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,							\$25 00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dicing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds, shoe manufacturer of Brockton, and cutters. (207)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Bion F. Reynolds, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and cutters.
(208)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stacy-Adams Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:		Per Week of 48 Hours.	
Hand, block or machine,			\$25 00
Crimping:			
Cloth and leather toe linings,	no change		16 32
Outsides:			
First 3 months,	no change		16 32
Second 3 months,	no change		18 24
Third 3 months,	no change		20 16
After 9 months,			25 00
Throating,			26 00
Marking linings:			
First 3 months,	no change		13 44
Second 3 months,	no change		15 84
After 6 months,			20 00
Putting up linings:			
First 3 months,	no change		14 88
After 3 months,	no change		18 24
Matching up work:			
First 3 months,	no change		16 80
After 3 months,	no change		19 20
Punching tips and pinking,	no change		19 20
Cutting trimmings, hand and clicker:			
First 3 months,	no change		16 32
Second 3 months,	no change		18 24
Third 3 months,	no change		20 16
After 9 months,			25 00
Marking vamps for tips:			
First 3 months,	no change		13 44
Second 3 months,	no change		14 88
Third 3 months,	no change		16 32
After 9 months,	no change		18 24
Matchmarking and casing up work:			
First month,	no change		12 00
Second month,	no change		13 44
Third month,	no change		14 88
After 3 months,	no change		16 32
Dieing out on block:			
First 4 months,	no change		12 00
Second 4 months,	no change		15 36
Third 4 months,	no change		18 24
After 12 months,	no change		19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and cutters. (209)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stone, Tarlow Company, Inc., at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and cutters.
(210)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by E. E. Taylor Company, at Brockton, to employees in the cutting department for work as there performed: —

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton, and cutters. (211)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Thompson Brothers Shoe Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and cutters.
(212)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Wall, Doyle & Daly, Inc., at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:		Per Week of 48 Hours.
Hand, block or machine,		\$25 00
Crimping:		
Cloth and leather toe linings,	no change	16 32
Outsides:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Throating,		26 00
Marking linings:		
First 3 months,	no change	13 44
Second 3 months,	no change	15 84
After 6 months,		20 00
Putting up linings:		
First 3 months,	no change	14 88
After 3 months,	no change	18 24
Matching up work:		
First 3 months,	no change	16 80
After 3 months,	no change	19 20
Punching tips and pinking,	no change	19 20
Cutting trimmings, hand and clicker:		
First 3 months,	no change	16 32
Second 3 months,	no change	18 24
Third 3 months,	no change	20 16
After 9 months,		25 00
Marking vamps for tips:		
1st 3 months,	no change	13 44
Second 3 months,	no change	14 88
Third 3 months,	no change	16 32
After 9 months,	no change	18 24
Matchmarking and casing up work:		
First month,	no change	12 00
Second month,	no change	13 44
Third month,	no change	14 88
After 3 months,	no change	16 32
Dieing out on block:		
First 4 months,	no change	12 00
Second 4 months,	no change	15 36
Third 4 months,	no change	18 24
After 12 months,	no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and cutters.
(213)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Whitman & Keith Company, at Brockton, to employees in the cutting department for work as there performed:—

Leather linings:						Per Week of 48 Hours.	
Hand, block or machine,						\$25	00
Crimping:							
Cloth and leather toe linings,						no change	16 32
Outsides:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Throating,							26 00
Marking linings:							
First 3 months,						no change	13 44
Second 3 months,						no change	15 84
After 6 months,							20 00
Putting up linings:							
First 3 months,						no change	14 88
After 3 months,						no change	18 24
Matching up work:							
First 3 months,						no change	16 80
After 3 months,						no change	19 20
Punching tips and pinking,						no change	19 20
Cutting trimmings, hand and clicker:							
First 3 months,						no change	16 32
Second 3 months,						no change	18 24
Third 3 months,						no change	20 16
After 9 months,							25 00
Marking vamps for tips:							
First 3 months,						no change	13 44
Second 3 months,						no change	14 88
Third 3 months,						no change	16 32
After 9 months,						no change	18 24
Matchmarking and casing up work:							
First month,						no change	12 00
Second month,						no change	13 44
Third month,						no change	14 88
After 3 months,						no change	16 32
Dieing out on block:							
First 4 months,						no change	12 00
Second 4 months,						no change	15 36
Third 4 months,						no change	18 24
After 12 months,						no change	19 68

By agreement of the parties this decision shall take effect as of May 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

WATSON SHOE COMPANY — LYNN.

On August 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and stitchers. (314)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy,

and investigated the work in question, its character and the conditions under which it is performed, the Board awards that the Watson Shoe Company shall pay to employees at Lynn 30 cents per 36 pair for pressing side of instep strap, and 6 cents per 36 pair for snipping, for work as there performed.

By agreement of the parties this decision shall take effect as of the date of the inception of the work.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, KILLORY-MORIARTY COMPANY, LIBERTY SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, WHITMAN & KEITH COMPANY — BROCKTON.

On August 31 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, the Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum Factories), Condon Brothers Company, Diamond Shoe Company, W. L. Douglas Shoe Company (Factory No. 5), Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2 and 3; stay department), Killory-Moriarty Company, Liberty Shoe Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds, Stacy-Adams Company, E. E. Taylor Company, Whitman & Keith Company, of Brockton, and skivers. (160-164, 166, 167, 169-175, 177-184, 187)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers, at Brockton, for the work as there performed: —

Skiving:	Per 48 Hours.
Vamp, top or tip,	\$31 20
Outside backstay, outside trimming or foxing,	26 50
Inside trimming, leather lining or tongue,	no change 22 00
Single pairs, samples and special skiving,	31 20

By agreement of the parties this decision shall take effect as of June 15, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

JOSEPH F. CORCORAN SHOE COMPANY, CHARLES A. EATON COMPANY, PRESTON B. KEITH SHOE COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC. — BROCKTON.

On August 31 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Joseph F. Corcoran Shoe Company, Charles A. Eaton Company, Preston B. Keith Shoe Company, Thompson Brothers Shoe Company and Wall, Doyle & Daly, Inc., of Brockton, and skivers. (165, 168, 176, 185, 186)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the above-named employers, in Brockton, for the work as there performed: —

Skiving:	Per 48 Hours.
Vamp, top or tip,	\$31 20
Outside backstay, outside trimming or foxing,	26 50
Inside trimming, leather lining or tongue,	no change 22 00
Single pairs, samples and special skiving,	31 20

This decision shall be without prejudice to the employers to adopt later a piece price, a decision on which is now pending before this Board.

By agreement of the parties this decision shall take effect as of June 15, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On September 2 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and dressers and packers. (228)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company, at Brockton, to employees in the dressing and packing department for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00

Putting in heel-pods:		Per 24 Pair.
Felt,	no change	\$0 058
Leather,	no change	0871
Samples and single pairs,	One and one-half price.	

By agreement of the parties this decision shall take effect in the first 10 items as of May 19, 1920, and in the 11th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and dressers and packers. (229)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company, at Brockton, to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Shoe Manufacturing Company of Brockton and dressers and packers. (230)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the

controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Shoe Manufacturing Company, at Brockton, to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and dressers and packers. (231, 232)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company, at Brockton, to employees in the dressing and packing department of its Ralston and Farnum Factories, for work as there performed:—

	Per Week of 48 Hours.
Putting in heel-pods,	\$18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68

	Per Week of 48 Hours.
Creasing vamps,	\$19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
	Per 24 Pair.
Feeling for and cutting tacks,	\$0 065
Stamping bottoms:	
Foreparts,	055
Shanks,	06
Rolling and brushing heels and edges,	095
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and dressers and packers. (233)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Condon Brothers Company, at Brockton, to employees in the dressing and packing department for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Painting or flowing tips,	24 00
Embossing shoes,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and dressers and packers.
(234)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Joseph F. Corcoran Shoe Company, at Brockton, to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and dressers and packers. (235)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company in its No. 1 and No. 3 Factories to employees in the dressing and packing department for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00

	Per Week of 48 Hours.
Lacing and cleaning linings,	\$18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Painting or flowing tips,	24 00
Brushing stitches,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Rolling and brushing heels, edges, bottoms and top-pieces, . per 24 pair	0 1016
Samples and single pairs, piece work, One and one-half price.	

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 19, 1920.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and dressers and packers in Factories Nos. 1, 3 and 5. (236)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in Brockton for work as there performed:—

	Factories Nos. 1 and 3.	Per Week of 48 Hours.
Dressing or doping shoes,		\$19 68
Soft-shoe, patent-leather or russet-leather repairing:		
First 6 months,		19 20
Second 6 months,		21 60
After one year,		24 00
Packing shoes in cartons,		19 68
Crowning in dressing-room,		25 00
Pushing racks,		18 00
Trucking,		21 60
Creasing vamps,		19 68
Labeling cartons,		19 68
Brushing stitches,		19 68
Painting or flowing tips,		24 00
Cleaning tops,		18 24
Taking care of odd shoes,		18 00
		Per 24 Pair.
Feeling for and cutting tacks,		\$0 065
Putting in heel-pods:		
Felt,	no change	058
Leather,	no change	058

Stamping bottoms:	Per 24 Pair.
Foreparts,	\$0 055
Shanks,	06
Lacing and cleaning linings,	09
Embossing shoes:	
Tops,	035
Pods,	036
Rolling and brushing heels, edges, bottoms and top-pieces:	
White-tagged grade,	0798
Other grades, no change	1016
Stenciling cartons by hand or machine,	0375
Samples and single pairs, One and one-half price.	
Shipping department, No change.	

FACTORY NO. 5.	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms or shanks,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes, tops or heel-pods,	19 68
Crowning in dressing room,	25 00
Stenciling cartons by hand or machine,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Cleaning tops,	18 24

	Per 24 Pair.
Putting in heel-pods, no change	\$0 0652
Putting in oxford linings, no change	072
Putting linings in pumps, no change	084
Rolling and brushing heels, edges, bottoms and top-pieces:	
White-tagged grade,	0798
Other grades, no change	1016
Rolling and brushing leather heels, no change	0653
Samples and single pairs, One and one-half price.	

By agreement of the parties this decision in the matter of day work shall take effect as of May 19, 1920.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and dressers and packers. (237)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the

parties, the Board awards that the following prices be paid by Charles A. Eaton Company, at Brockton, to employees in the dressing and packing department for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Stamping bottoms:	
Foreparts,	Per 24 Pair. \$0 055
Shanks,	06
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and dressers and packers. (238)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Field & Flint Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for tacks,	\$18 00
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68

	Per Week of 48 Hours.
Stenciling cartons,	\$19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Brushing stitches,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Stamping bottoms:	
Foreparts,	Per 24 Pair. \$0 055
Shanks,	06
Rolling and brushing heels, edges, bottoms, top-pieces,	1016
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company of Brockton and dressers and packers.
(239)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Givren, Blunt Shoe Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and dressers and packers. (240)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties the Board awards that the following prices be paid by Howard & Foster Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and dressers and packers in Factories Nos. 1 and 3. (241)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms or shanks,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00

	Per Week of 48 Hours.
Packing shoes in cartons,	\$19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
	Per 24 Pair.
Rolling and brushing heels, edges, bottoms, top-pieces,	\$0 1016
Putting in heel-pods:	
Felt,	no change 058
Leather:	
At \$0.0652, recent rate,	no change 0652
At .0724, recent rate,	no change 0724
Pumps,	no change 087
Women's oxfords,	no change 072
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 10 items as of May 19, 1920, and in the 11th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and dressers and packers.
(242)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Preston B. Keith Shoe Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Embossing shoes,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00

	Per 24 Pair.
Rolling and brushing heels, edges, bottoms, top-pieces,	\$0 1016
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and dressers and packers. (243)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Killory-Moriarty Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and dressers and packers. (244)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by A. E. Little Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company of Brockton and dressers and packers. (245)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Charles E. Lynch Shoe Manufacturing Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00

Per Week of 48 Hours.

Packing cartons in boxes, nailing, strapping and stenciling boxes:

First 3 months,	\$18 00
After 3 months,	21 00

Samples and single pairs, piece work, One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and dressers and packers. (246)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall Company to employees in Brockton for work as there performed:—

Per Week of 48 Hours.

Stamping bottoms,	\$19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00

Per 24 Pair.

Feeling for and cutting tacks,	\$0 065
Rolling and brushing heels, edges, bottoms, top-pieces,	1016
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 11 items as of May 19, 1920, and in the 12th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and dressers and packers. (247)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the

controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons (by hand or machine),	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
	Per 24 Pair.
Rolling and brushing heels, edges, bottoms, top-pieces,	80 1016
Samples and single pairs, One and one-half price.	

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds, shoe manufacturer of Brockton, and dressers and packers. (248)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Bion F. Reynolds to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00

	Per Week of 48 Hours.
Packing shoes in cartons,	\$19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Marking and stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and dressers and packers. (249)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stacy-Adams Company to employees in Brockton for work as there performed: —

	Per Week of 48 Hours.
Lacing and cleaning linings,	\$18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Feeling for and cutting tacks,	Per 24 Pair. \$0 065
Stamping bottoms:	
Foreparts,	no change 06
Shanks,	no change 065
Rolling and brushing heels, edges, bottoms, top-pieces,	1016
Samples and single pairs,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 10 items as of May 19, 1920, and in the 11th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and dressers and packers. (250)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Stone, Tarlow Company, Inc., to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms,	19 68
Putting in heel-pods,	18 00
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Labeling cartons,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and dressers and packers. (251)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by E. E. Taylor Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Stamping bottoms or shanks,	19 68
Lacing and cleaning linings,	18 00
Dressing or doping shoes,	19 68

Soft-shoe, patent-leather or russet-leather repairing:		Per Week of 48 Hours.
First 6 months,	.	\$19 20
Second 6 months,	.	21 60
After one year,	.	24 00
Packing shoes in cartons,	.	19 68
Embossing shoes, tops or pods,	.	19 68
Pushing racks or taking shoes off benches,	.	18 00
Stenciling cartons by hand or machine,	.	19 68
Creasing vamps,	.	19 68
Labeling cartons,	.	19 68
Painting or flowing tips,	.	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:		
First 3 months,	.	18 00
After 3 months,	.	21 00

Putting in heel-pods:		Per 24 Pair.
At 5½ cents, recent rate,	no change	\$0 058
At 7½ cents, recent rate,	no change	072
Rolling and brushing heels, edges, bottoms and top-pieces,	.	1016
Samples and single pairs,	One and one-half price.	

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and dressers and packers.
(252)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Thompson Brothers Shoe Company to employees in Brockton for work as there performed:—

		Per Week of 48 Hours.
Feeling for and cutting tacks,	.	\$18 00
Lacing and cleaning linings,	.	18 00
Dressing or doping shoes,	.	19 68
Soft-shoe, patent-leather or russet-leather repairing:		
First 6 months,	.	19 20
Second 6 months,	.	21 60
After one year,	.	24 00
Packing shoes in cartons,	.	19 68
Embossing shoes,	.	19 68
Brushing heels and edges and vamps,	.	19 68
Stenciling cartons,	.	19 68
Creasing vamps,	.	19 68
Brushing stitches,	.	19 68
Labeling cartons,	.	19 68
Painting or flowing tips,	.	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:		
First 3 months,	.	18 00
After 3 months,	.	21 00

		Per 24 Pair.
Stamping bottoms:		
Foreparts,		\$0 055
Shanks,		06
Putting in heel-pods:		
Felt,	no change	058
Leather,	no change	058
Women's oxfords,	no change	072
Samples and single pairs,	One and one-half price.	

By agreement of the parties this decision shall take effect in the first 12 items as of May 19, 1920, and in the 13th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and dressers and packers. (253)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Wall, Doyle & Daly, Inc., to employees in Brockton for work as there performed: —

		Per Week of 48 Hours.
Feeling for and cutting tacks,		\$18 00
Stamping bottoms,		19 68
Putting in heel-pods,		18 00
Lacing and cleaning linings,		18 00
Dressing or doping shoes,		19 68
Soft-shoe, patent-leather or russet-leather repairing:		
First 6 months,		19 20
Second 6 months,		21 60
After one year,		24 00
Packing shoes in cartons,		19 68
Embossing shoes,		19 68
Brushing heels and edges,		19 68
Stenciling cartons,		19 68
Creasing vamps,		19 68
Labeling cartons,		19 68
Painting or flowing tips,		24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:		
First 3 months,		18 00
After 3 months,		21 00
Samples and single pairs, piece work,	One and one-half price.	

By agreement of the parties this decision shall take effect in the first 13 items as of May 19, 1920, and in the 14th item as of August 18, 1920.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and dressers and packers. (254)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Whitman & Keith Company to employees in Brockton for work as there performed:—

	Per Week of 48 Hours.
Feeling for and cutting tacks,	\$18 00
Putting in heel-pods,	18 00
Stamping bottoms,	19 68
Lacing and cleaning linings,	19 68
Dressing or doping shoes,	19 68
Soft-shoe, patent-leather or russet-leather repairing:	
First 6 months,	19 20
Second 6 months,	21 60
After one year,	24 00
Packing shoes in cartons,	19 68
Embossing shoes,	19 68
Brushing heels and edges,	19 68
Stenciling cartons,	19 68
Creasing vamps,	19 68
Labeling cartons,	19 68
Brushing stitches,	19 68
Painting or flowing tips,	24 00
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First 3 months,	18 00
After 3 months,	21 00
Samples and single pairs, piece work,	One and one-half price.

By agreement of the parties this decision shall take effect in the first 14 items as of May 19, 1920, and in the 15th item as of August 18, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY, FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On September 9 the following decisions were rendered:—

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and finishers.
(255)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company to employees in Brockton for work as there performed:—

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 0915
Rubber,		11
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Rivet shanks,		345
Gumming:		
Foreparts,		12
Full bottoms,		14
Full bottoms and top-pieces,		18
Natural full bottoms and top pieces,		19
Natural full bottoms,		16
Natural foreparts,		16
Polishing:		
Full bottoms,		284
Full bottoms and top-pieces,		346

	Per Week.
Scouring heels, 2 papers,	\$33 00
Smoother heels,	31 50
Wetting and blacking heels,	22 00
Bleaching,	22 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company and finishers. (256)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Co-operative Boot and Shoe Company to employees in Brockton for work as there performed:—

Scouring heels, 3 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 23
Rubber,	26
Expediting heels, no change	2178
Scouring top-pieces, no change	12
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Natural foreparts,	16
Natural full bottoms,	16
Full bottoms; gum stain, one application,	235
Foreparts; gum stain, one application,	18
Full bottoms and top-pieces; gum stain, one application,	275
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Polishing:	
Foreparts,	12
Full bottoms,	284
Full bottoms and top-pieces,	346
Faking:	
Shanks,	075
Black bottoms,	15

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Brockton Shoe Manufacturing Company and finishers. (257)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of

the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Brockton Shoe Manufacturing Company to employees in Brockton for work as there performed:—

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Expediting heels,	21
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming full bottoms, previously stained,	14
Gumming full bottoms and top-pieces,	18
Polishing:	
Full bottoms,	284
Full bottoms and top-pieces,	346
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (258, 259)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in Brockton for work as there performed:—

RALSTON FACTORY.

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Including wetting:	
Leather,	20
Rubber,	22
Scouring heels, 3 papers, and wetting, 14/8 and over, straight, and all concave, women's,	39
Padding, brushing and keying heels, men's,	185
Expediting heels, men's,	21
Expediting heels, 14/8 and over, straight, and all concave, women's,	273
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached, men's,	284
Scouring foreparts and top-pieces and pinwheeling, women's,	284
Naumkeaging shanks, no change	1386

Gumming:		Per 24 Pair.
Foreparts,		\$0 12
Full bottoms,		14
Full bottoms and top-pieces,		18
Polishing:		
Foreparts,		12
Full bottoms,		284
Full bottoms and top-pieces,		346
Stripping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07

FARNUM FACTORY.

Scouring heels, 2 papers, 1½ inches and under:		
Leather,		\$0 17
Rubber,		19
Padding, brushing and keying heels,		185
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Full bottoms,		14
Full bottoms and top-pieces,		18
Top-pieces,		055
Stripping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07
Dusting and bleaching,	Per week, \$18.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and finishers. (260)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Condon Brothers Company to employees in Brockton for work as there performed: —

Scouring heels, 3 papers, and wetting, 1½ inches and under:		Per 24 Pair.
Leather,		\$0 255
Rubber,		29
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Staining, gumming, polishing or wheeling,	Per week, \$33.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and finishers. (261)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Joseph F. Corcoran Shoe Company to employees in Brockton for work as there performed:—

Scouring heels, 2 papers, 1½ inches and under:		Per 24 Pair.
Leather,		\$0 17
Rubber,		19
Wetting and smoothing heels,	no change	12
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Full bottoms and top-pieces,		18
Full bottoms,		14
Foreparts,		12
Polishing full bottoms and top-pieces,		346
Polishing full bottoms,		284
Striping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between the Diamond Shoe Company of Brockton and finishers. (262-264)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the Diamond Shoe Company to employees in Brockton for work as there performed:—

FACTORY NO. 1, MEN'S AND WOMEN'S SHOES.

		Per 24 Pair.
Expediting heels,		\$0 21
AA grade,		273
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Scouring foreparts, one paper, women's,		105
Naumkeaging full bottoms,		25
Gumming full bottoms and top-pieces with double brush (stain),		45

Polishing:		Per 24 Pair.
Full bottoms and top-pieces,		\$0 346
Full bottoms,		284
		Per Week.
Beading heels and blacking rands,		\$26 40
Rough-scouring heels,	no change	35 00
Scouring heels, two papers,		33 00
Smoothing heels,		31 50
Bleaching, striping or blacking heels,		19 00
Scouring heel-breasts, two papers, after finishing,		22 00

FACTORY NO. 2.

Rough-scouring heels, 1 paper, 1 $\frac{1}{4}$ inches and under:		
Leather or rubber,	no change	\$35 00
Smoothing heels, 1 paper,		31 50
Wetting or blacking heels,		19 00
Scouring heel-breasts, 2 papers, after finishing,		26 50
Scouring heels, 2 papers, 1 $\frac{1}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 17
Rubber,		19
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming full bottoms and top-pieces with double brush,		45
Expediting heels,		21
AA grade,		273
Polishing:		
Full bottoms and top-pieces,		346
Full bottoms,		284
Striping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07

LINCOLN STREET FACTORY.

Rough-scouring heels, 1 paper, 1 $\frac{1}{4}$ inches and under:		
Leather,		\$0 0915
Rubber,		11
Scouring heels, 2 papers, 1 $\frac{1}{4}$ inches and under:		
Leather,		17
Rubber,		19
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		25
Polishing:		
Full bottoms and top-pieces,		30
Full bottoms,		236
		Per Week.
Blacking and veneering heels,		\$22 00
Striping,		22 00
Smoothing heels,		31 50

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and finishers. (265-267)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company to its employees at Brockton for the work as there performed:—

FACTORIES NOS. 1 AND 2.

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 0915
Rubber,	11
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	17
Rubber,	19
Rubber, previously rough-scoured,	17
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Extra-grade,	13
Scouring bottoms, pinwheel and naumkeag attached,	284
Moulded shanks,	34
Expediting heels, leather or rubber,	21
Gumming:	
Foreparts,	12
Full bottoms,	14
Full bottoms and top-pieces,	18
Polishing:	
Foreparts,	12
Full bottoms,	284
Full bottoms and top-pieces,	346
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Rolling and polishing shanks,	155
Striping:	
Foreparts,	05
Full bottoms,	07
Three-fourths,	06
Cutting shanks,	Per week, \$30.

THIRD-GRADE SHOES (BOYS').

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	\$0 145
Rubber,	17
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	104
Scouring bottoms, pinwheel and naumkeag attached,	25
Expediting heels, leather or rubber,	165

Gumming:	Per 24 Pair.
Foreparts,	\$0 11
Full bottoms,	14
Full bottoms and top-pieces,	18
Polishing:	
Foreparts,	11
Full bottoms,	273
Rolling and polishing shanks and top-pieces and cleaning slugs,	17
Polishing full bottoms and top-pieces,	30
Stripping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Cutting shanks,	Per week, \$30.

WOMEN'S SHOES.

Rough-scouring heels, 1 paper:	
12/8 and under,	\$0 0915
Over 12/8,	121
A, kidney, Louis or Spanish heels,	243
Scouring and smoothing heels:	
12/8 and under,	242
Over 12/8,	273
Scouring and smoothing heels, 3 papers:	
A, kidney, Louis or Spanish heels,	375
Expediting heels:	
Regular,	25
A, kidney, Louis or Spanish,	315
Scouring:	
Foreparts and top-pieces,	26
Foreparts,	23
Scouring foreparts and top-pieces and pinwheeling,	315
Scouring foreparts and pinwheeling,	284
Naumkeaging shanks:	
Louis heel, 2 papers,	20
After pinwheeling, regular heel, 2 papers,	147
Gumming and polishing:	
Foreparts,	225
Full bottoms and top-pieces,	45
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Cutting shanks or bleaching,	Per week, \$31.50.

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and finishers. (268)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nomi-

nated by the parties, the Board awards that the following prices shall be paid by Charles A. Eaton Company to its employees at Brockton for the work as there performed:—

Rough-scouring heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 0915
Rubber,	11
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	
Leather,	17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Natural foreparts,	16
Full bottoms and top-pieces with colored gum, one application,	275
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Expediting heels,	21
Polishing:	
Full bottoms and top-pieces,	346
Full bottoms,	284
Foreparts,	12
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Wheeling or crowning, Per week, \$30.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and finishers.
(269, 270)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Field & Flint Company to its employees at Brockton for the work as there performed:—

FACTORY A.

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075

	Per 24 Pair.
Scouring top-pieces,	\$0 105
Scouring bottoms, pinwheel and naumkeag attached,	284
Polishing:	
Foreparts,	12
Full bottoms,	284
Full bottoms and top-pieces,	346
Stained shanks,	152
Faking and brushing black shanks,	078
Expediting heels,	21
	Per Week.
Striping,	\$22 00
Staining bottoms,	33 00
Gumming bottoms,	33 00
Wetting heels,	19 00

FACTORY B.

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	\$0 17
Leather,	
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Gumming:	
Full natural bottoms, two applications,	315
Full natural bottoms, two applications; top-pieces, one application,	345
Polishing:	
Full bottoms,	284
Full bottoms and top-pieces,	346
Expediting heels,	21
Wetting heels,	Per week, \$19.

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company of Brockton and finishers. (271)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Givren, Blunt Shoe Company to its employees at Brockton for the work as there performed:—

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, leather,	\$0 17
Expediting heels,	21
Scouring top-pieces,	105

	Per 24 Pair.
Scouring bottoms, pinwheel and naumkeag attached,	\$0 284
Striping, three-fourths,	06
Gumming full bottoms,	14
Polishing full bottoms and top-pieces,	346

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and finishers. (272)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Howard & Foster Company to its employees at Brockton for the work as there performed:—

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under, men's:	
Leather,	\$0 17
Rubber,	19
Scouring heels, 2 papers, women's:	
Under 14/8, straight,	17
14/8 and over, straight, and all concave,	23
Wetting and smoothing heels; 1 paper, 1 $\frac{3}{4}$ inches and under, men's:	
Leather, no change	098
Rubber, no change	11
Wetting and smoothing heels, 1 paper, women's:	
Under 14/8, straight,	103
14/8 and over, straight, and all concave,	16
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring foreparts and top-pieces and pinwheeling, women's,	284
Naumkeaging shanks, women's, no change	1386
Gumming:	
Full bottoms and top-pieces, with gum stain, 1 application,	275
Full bottoms, with gum stain, 1 application,	235
Foreparts, with gum stain, 1 application,	18
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Natural foreparts,	16
Top-pieces,	055
Polishing:	
Full bottoms and top-pieces,	34
Full bottoms,	284
Foreparts,	12
Expediting heels, men's,	21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273

	Per Week.
Dyeing heels,	\$21 00
Blacking heels,	23 00
Bleaching and checking,	26 40
Jigging heels,	23 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and finishers. (273, 274)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company to its employees at Brockton for the work as there performed:—

FACTORY No. 1.

	Per 24 Pair.
Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under, men's:	
Leather,	\$0 255
Rubber,	29
Scouring heels, 3 papers; and wetting, women's:	
Under 14/8, straight,	255
14/8 and over, straight, and all concave,	39
Expediting heels, men's,	21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273
Scouring top-pieces,	105
Scouring bottoms, pinwheel, and naumkeag attached,	284
Scouring bottoms, elk soles, 1 paper,	284
Gumming:	
Full bottoms and top-pieces (previously stained),	18
Full bottoms (previously stained),	14
Foreparts (previously stained),	12
Natural full bottoms and top-pieces,	19
Natural full bottoms,	16
Natural foreparts,	16
Polishing:	
Full bottoms and top-pieces,	346
Full bottoms,	284
Foreparts,	12
Rolling and polishing shanks,	152
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

		Per 24 Pair.
Brushing and faking bottoms and top-pieces and brushing heels and forepart edges:		
Women's,		\$0 09
Men's,		106
Cutting shanks,	Per week, \$30.	

FACTORY No. 3.

Scouring heels, 3 papers, and wetting, 1½ inches and under:		
Leather,		\$0 255
Rubber,		29
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Scouring bottoms and naumkeaging; waterproof and elk soles, 1 paper, Gumming:		185
Natural full bottoms and top-pieces,		19
Natural full bottoms,		16
Foreparts (previously stained),		12
Full bottoms (previously stained),		14
Polishing:		
Full bottoms,	no change	30
Foreparts and black shanks,	no change	30
Striping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07
Brushing bottoms and top-pieces and heel and forepart edges,		09
Gumming top-pieces,		055

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and finishers. (275)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Preston B. Keith Shoe Company to its employees at Brockton for the work as there performed:—

		Per 24 Pair.
Rough-scouring heels, 1 paper, 1½ inches and under, men's:		
Leather,		\$0 0915
Rubber,		11
Rough-scouring heels, 1 paper, women's:		
Under 14/8, straight,		0915
14/8 and over, straight, and all concave,		15
Scouring heels, 2 papers, 1½ inches and under, men's:		
Leather,		17
Rubber, previously rough-scoured,		17
Scouring heels, 2 papers, women's:		
Under 14/8, straight,		17
14/8 and over, straight, and all concave,		24

	Per 24 Pair.
Rough-scouring Louis heels, 1 paper,	\$0 243
Scouring Louis heels, 3 papers,	375
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Full bottoms and top-pieces (previously stained),	18
Full bottoms (previously stained),	14
Full natural bottoms and top-pieces,	19
Full natural bottoms,	16
Natural foreparts,	16
Full bottoms, with colored gum, 1 application,	235
Full bottoms and top-pieces, with colored gum, 1 application,	275
Polishing:	
Full bottoms and top-pieces, no change	348
Full bottoms,	284
Foreparts,	12
Top-pieces, and cleaning slugs and faking and brushing shanks,	23
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Expediting heels, men's,	21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and finishers. (276)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Killory-Moriarty Company to its employees at Brockton for the work as there performed: —

	Per 24 Pair.
Scouring heels, 2 papers, 1½ inches and under:	
Leather,	\$0 144
Rubber,	165
Smoothing heels, 1 paper, 1½ inches and under:	
Leather,	065
Rubber,	075
Expediting heels,	195
Scouring top-pieces,	09
Scouring bottoms, pinwheel and naumkeag attached,	25
Gumming:	
Foreparts,	105
Full bottoms,	11
Full bottoms and top-pieces,	148

	Per 24 Pair.
Polishing foreparts,	\$0 105
Rolling, polishing and brushing full bottoms and top-pieces and cleaning slugs,	33
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and finishers.
(277)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by A. E. Little Company to its employees at Brockton for the work as there performed:—

	Per Week.
Scouring heel-breasts and rough-scouring heels,	\$26 40
Scouring heels, 3 papers,	33 00
Expediting heels,	33 00
	Per 24 Pair.
Scouring top-pieces,	\$0 105
Scouring bottoms, pinwheel and naumkeag attached, men's,	284
Staining, double-brushing and polishing:	
Full bottoms and top-pieces, men's,	72
Full bottoms, men's,	584
Staining, double-brushing and polishing full bottoms and top-pieces, women's,	563
Cleaning, gumming and polishing natural bottoms and top-pieces,	72
No. 34, velvet bottoms and top-pieces,	305
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company of Brockton and finishers. (278)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert as-

sistants nominated by the parties, the Board awards that the following prices shall be paid by Charles E. Lynch Shoe Manufacturing Company to its employees at Brockton for the work as there performed:—

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,	no change	\$0 255
Rubber,	no change	29
Orthopedic,	no change	325
Expediting heels,		21
Orthopedic,		30
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Foreparts,		12
Full bottoms,		14
Full bottoms and top-pieces,		18
Natural foreparts,		16
Natural full bottoms,		16
Natural full bottoms and top-pieces,		19
Full bottoms and top-pieces, gum stain, 1 application,		275
Polishing:		
Foreparts,		12
Full bottoms,		284
Full bottoms and top-pieces,		346
Rolling and faking shanks and top-pieces and cleaning slugs,		23

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and finishers.
(279)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by C. S. Marshall Company to its employees at Brockton for the work as there performed:—

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 17
Rubber,		19
Sizing and smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:		
Leather,		089
Rubber,		10
Expediting heels,		21
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Natural foreparts,		16
Natural full bottoms,		16
Natural full bottoms and top-pieces,		19

Gumming — *Con.*

With double brush:		Per 24 Pair.
Foreparts,		\$0 257
Full bottoms,		31
Full bottoms and top-pieces,		378
Full bottoms and one application on top-pieces,		346
Striping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07
Rolling and polishing shanks,		17
Polishing:		
Foreparts,		12
Full bottoms,		284

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and finishers.
(280)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by M. A. Packard Company to its employees at Brockton for the work as there performed: —

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,		\$0 17
Rubber,		19
Smoothing heels, 2 papers, 1 $\frac{3}{4}$ inches and under:		
Leather,		126
Rubber,		147
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:		
Leather,		065
Rubber,		075
Expediting heels,		21
Heelkeying rubber heels,		076
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming:		
Full bottoms and top-pieces (previously stained),		18
Full bottoms (previously stained),		14
Foreparts (previously stained),		12
Natural full bottoms and top-pieces,		19
Natural full bottoms,		16
Natural foreparts,		16
Striping:		
Foreparts,		05
Three-fourths,		06
Full bottoms,		07

Polishing:	Per 24 Pair.
Foreparts,	\$0 12
Shanks,	135
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
	Per Week.
Blacking heels,	\$19 00
Lining heels,	22 00
Blacking rands and changing shoes,	19 00
Dusting and gumming, grain finish,	30 00
Dusting and taking care of odd shoes,	19 00
Bleaching,	22 00
Cleaning rubber soles,	22 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds, shoe manufacturer of Brockton, and finishers. (281)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that \$33 per week shall be paid by Bion F. Reynolds to employees in Brockton for scouring or expediting heels, scouring bottoms and naumkeaging, scouring top-pieces, staining, gumming, polishing or wheeling.

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and finishers. (282)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company to its employees at Brockton for the work as there performed:—

Scouring leather heels, 3 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Regular,	\$0 273
Orthopedic,	36
Expediting heels:	
Regular,	255
Orthopedic,	332
Scouring top-pieces:	
Regular,	135
Orthopedic,	18

Scouring bottoms, pinwheel and naumkeag attached:		Per 24 Pair.
Regular work,		\$0 297
Rivet shanks,		38
Striping foreparts,		06
Gumming, Nos. 2, 9, 11, 12:		
Full bottoms and top-pieces,		28
Full bottoms,		20
Foreparts,		166
Gumming with double brush, Nos. 5 and 14:		
Full bottoms and top-pieces, twice,		387
Full bottoms twice and top-pieces once,		38
Full bottoms,		334
Foreparts,		278
Foreparts and top-pieces,		364
Polishing:		
Bottoms, top-pieces and breasts,		423
Bottoms and breasts,		344
Foreparts,		166
Foreparts and top-pieces,		243
Top-pieces and breasts,		092
Black shanks and top-pieces,		277
Top-pieces and breasts, and brushing bottoms (dull finish),		197

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and finishers. (283)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., to its employees at Brockton for the work as there performed:—

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under:		Per 24 Pair.
Leather,	no change	\$0 255
Rubber,	no change	275
Expediting heels and filling holes,		24
Scouring top-pieces,		105
Scouring bottoms, pinwheel and naumkeag attached,		284
Gumming with double brush:		
Full bottoms,		30
Full bottoms and top-pieces,		37
Foreparts,		25
Gumming:		
Natural full bottoms and top-pieces,		19
Natural full bottoms,		16
Natural foreparts,		16
Polishing:		
Full bottoms and top-pieces,		346
Full bottoms,		284

Striping:	Per 24 Pair.
Foreparts,	\$0 05
Three-fourths,	06
Full bottoms,	07
Blacking heels,	Per week, \$22.

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers.
(284)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by E. E. Taylor Company to its employees at Brockton for the work as there performed: —

Scouring heels, 2 papers, 1½ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Stoning, brushing, and keying heels,	185
Rough-scouring top-pieces,	075
Scouring foreparts and shanks and smoothing top-pieces,	262
Naumkeaging shanks,	053
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Painted foreparts,	12
Stained foreparts,	12
Painted full bottoms,	14
Stained full bottoms,	14
Full bottoms and top-pieces,	18
Stained shanks and top-pieces,	18
Stained shanks,	14
Top-pieces,	055
Natural foreparts,	16
Natural full bottoms,	16
Natural full bottoms and top-pieces,	19
Natural top-pieces,	055
Polishing:	
Stained foreparts,	129
Stained full bottoms,	284
Stained full bottoms and top-pieces,	346
Stained shanks and top-pieces,	23
Stained shanks,	17
Top-pieces,	085
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07

	Per Week.
Cutting shanks,	\$30 00
Gumming bottoms,	31 50
Other day work on above items,	31 50

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and finishers. (285)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company to its employees at Brockton for the work as there performed: —

Rough-scouring heels, 1 paper, 1½ inches and under, men's:	Per 24 Pair.
Leather,	\$0 0915
Rubber,	11
Scouring heels, 2 papers, 1½ inches and under, men's:	
Leather,	17
Rubber,	19
Smoothing heels, 1 paper, 1½ inches and under, men's:	
Leather,	065
Rubber,	075
Rough-scouring women's heels, 1 paper, 14/8 and over, straight, and all concave,	126
Scouring women's heels. 3 papers, and wetting:	
14/8 and over,	39
Louis heels,	687
Expediting heels, men's,	21
Expediting women's heels, 14/8 and over, straight, and all concave,	273
Scouring top-pieces, men's or women's,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring bottoms, pinwheel and naumkeag attached, and top-pieces, women's,	388
Gumming:	
Full bottoms (previously stained),	14
Natural full bottoms,	16
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Polishing:	
Full bottoms,	284
Foreparts, no change	1306
Gumming top-pieces, no change	0726
Scouring bottoms, pinwheel and naumkeag attached, moulded soles,	34
Expediting women's Louis heels,	315

	Per Week.
Wetting heels,	\$22 00
Brushing and faking bottoms and edges,	33 00

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and finishers. (286)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., in Brockton, for the work as there performed: —

Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	Per 24 Pair.
Leather,	\$0 17
Rubber,	19
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming full bottoms with gum stain, 1 application,	235
Polishing full bottoms,	284
Expediting heels,	21

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and finishers. (287)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Whitman & Keith Company to its employees at Brockton for the work as there performed: —

Scouring heels, 3 papers, and wetting, 1 $\frac{3}{4}$ inches and under, men's:	Per 24 Pair.
Leather,	\$0 255
Rubber,	29
Scouring heels, 3 papers, and wetting, women's:	
Under 14/8, straight,	255
14/8 and over, straight, and all concave,	39

	Per 24 Pair.
Expediting heels, men's,	\$0 21
Expediting heels, women's:	
Under 14/8, straight,	21
14/8 and over, straight, and all concave,	273
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Scouring foreparts and top-pieces and pinwheeling, women's,	284
Naumkeaging shanks, women's, no change	1386
Gumming:	
Full bottoms and top-pieces,	18
Full bottoms,	14
Foreparts,	12
Polishing full bottoms and top-pieces,	345
Polishing full bottoms,	284
Polishing foreparts,	12
Striping:	
Foreparts,	05
Three-fourths,	06
Full bottoms,	07
Rolling and polishing shanks and top-pieces and cleaning slugs,	23
Blacking heels, Per week, \$19.	

By agreement of the parties this decision shall take effect as of May 1, 1920.

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and finishers. (313)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Freedman-Powers Shoe Company to its employees at Brockton for the work as there performed:—

	Per 24 Pair.
Scouring heels, 2 papers, 1 $\frac{3}{4}$ inches and under:	\$0 17
Leather,	19
Rubber,	
Smoothing heels, 1 paper, 1 $\frac{3}{4}$ inches and under:	
Leather,	065
Rubber,	075
Expediting heels and filling holes,	24
Scouring top-pieces,	105
Scouring bottoms, pinwheel and naumkeag attached,	284
Gumming:	
Full bottoms and top-pieces,	18
Full bottoms,	14
Polishing:	
Full bottoms and top-pieces,	346
Full bottoms,	284

Stripping:	Per 24 Pair.
Foreparts,	\$0 05
Three-fourths,	06
Top-pieces,	06
Bleaching,	07

By agreement of the parties this decision shall take effect as of May 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

MEMBERS OF LIVE POULTRY DEALERS' ASSOCIATION — BOSTON.

On September 9 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the members of the Live Poultry Dealers' Association of Boston and employees. (342)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by members of the Live Poultry Dealers' Association of Boston: —

Dressing poultry:

For the market,	No change: 5 cents per bird.
For the Jewish trade,	No change: 2½ cents per bird.

Unloading cars:

If unloaded in one day,	No change: \$5 per man.
If unloaded in two days,	No change: \$7 per man.

Per week of 54 hours:

Those receiving less than \$30,	10 per cent increase.
Those receiving \$30 or more,	5 per cent increase.

Overtime work:

From 54 to 62 hours a week,	Regular rates.
More than 62 hours a week,	Price and one-half.

The Board recommends that the matter of holidays be adjusted between the employers and the employees.

By agreement of the parties this decision shall take effect as of August 30, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HAFFENREFFER & CO. — BOSTON.

On September 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Haffenreffer & Co. of Boston and employees in the brewing, bottling and delivery departments. (316)

This matter came up on an appeal by the employer from a finding of a conciliation board established under an agreement existing between the employer and employees, which board determined that as neither of the two employees in question was a member of the union, neither should remain in the service of the employer, but recommended that both be given an opportunity to make application for membership in the union, which recommendation was complied with. Both men, however, were denied admission to the union.

Having considered said application and heard the parties by their duly authorized representatives, the Board recommended that Mr. Shaw, one of the employees, be given further opportunity to make application and be admitted to membership in the union, which recommendation the Board is informed has been carried out and he is thereby removed from this controversy. The Board awards that the finding of the conciliation board be sustained as to the other employee, without recommendation.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HEDLUND SHOE COMPANY — BROCKTON.

On September 14 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Hedlund Shoe Company of Brockton and edgemakers. (310)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Hedlund Shoe Company at Brockton for the work as there performed: —

	Per 24 Pair.
Edgetrimming, including jointing,	\$0 98
Edgesetting,	62

By agreement of the parties this decision shall take effect as of January 26, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BOSTON.

On September 14 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and heel scourers in Factory No. 9, Boston. (317)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company to employees in Boston for the work as there performed: —

Scouring heels:	Per 12 Pair.
First operation, 2 papers, sensible heels: 138, 16, 110, 120, 137, 159, 161, 167, K, 155, 141, 121, GP, 145, 23, 129:	
13/8 and under,	\$0 08
14/8 and over,	08
Leather Louis heels: Nos. 25, 39, 40, 125, 127, 135, 163, 173, 153, no change,	1306
No. 26 heel: 1 operation, 2 papers, without lining, . no change	0871
Lining heels,	02

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and lasters in Factory No. 9, Boston. (318)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by George E. Keith Company to employees in Boston for the following items of work, as there performed: side-lasting; elastic counters, covered shoes, right and left counters; lasting by hand, by machine and sample lasting, per week.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On September 14 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and Goodyear stitchers.
(326)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Goodyear stitching:

Yellow-tagged and pink-tagged grades:	Per 24 Pair.
White or surface stitch,	\$0 66
Fudge stitch,	66
(Not over 10 stitches to the inch.)	

White-tagged and red-tagged grades:

White or surface stitch,	60
Fudge stitch,	60

Samples and 1-, 2- and 3-pair lots, 1½ price.

*In the matter of the joint application for arbitration of a controversy between
L. Q. White Shoe Company of Bridgewater and employees. (339)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

	Per 24 Pair.
Outside backstaying,	\$0 18
Staying Compo. blucher,	18
Turning tops by machine,	0875
Vamping seamless blucher,	81

By the Board,

BERNARD F. SUPPLE, *Secretary.*

EMERSON SHOE COMPANY — ROCKLAND.

On September 20 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company, shoe manufacturer of Rockland, and cutters.
(300)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Emerson Shoe Company to its cutters employed at Rockland for the work as there performed: —

CLASSIFICATION OF LEATHERS.

Cutting whole shoes by hand:

Class 1:

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo.

Class 2:

Full-grain Russia calf and Russia sides, black and colored Cordovan, ooze calf (whole shoes), Nu Buck sides (whole shoes), black vici.

Class 3:

Gun metal, box calf and sides, colored snuffed sides, oil grain leather, colored patent leather.

Class 4:

Patent leathers (except colored patent): patent colt, patent cowhide, enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting whole shoes by machine:

Class 1:

Colors: colored kid, colored kangaroo, colored genuine buck (whole shoes).

Balance: black glazed kangaroo.

Class 2:

Colors: colored full-grain Russia calf and Russia sides, colored Cordovan, colored ooze calf (whole shoes), colored Nu Buck (whole shoes).

Balance: black Cordovan, black ooze calf (whole shoes), black Nu Buck sides (whole shoes), black vici kid, black patent vici kid, black elk.

Class 3:

Colors: painted colored snuffed sides or calf (boarded or smooth), colored patent leather, colored oil grain.

Balance: gun metal, box calf and sides, black oil grain.

Class 4:

Patent colt, patent cowhide (except colored patent leather), enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting tops, by hand or machine:

Class 1:

Colored kid.

Class 2:

Black kid, mat kid, mat calf, Russia calf, glazed kangaroo, mat kangaroo, boarded Russia, box calf, ooze calf, Nu Buck.

Class 3:

S.de leathers, cloth tops.

POINTS.

Patterns for outsides by hand or machine to remain pointed as at present unless covered by extras.

Top cutting, by hand or machine:

	Points.
Bal. tops,	3½
Seamless blucher tops,	4½
Foxed blucher tops,	3½
Button tops,	4
Lace oxford tops,	3½
Button flies,	1½
Button-fly linings,	½

Extra Points and Prices.

Regular bal. and blucher tongues:

	Points Extra.
Cut by hand,	1
Blocked by hand,	½
Cut or blocked by machine,	½

Long backstays (blucher or bal.) to heelseat:

Oxford T stay:

Cut by hand,	1½
Blocked by hand,	1
Cut or blocked by machine,	1

Small stay:

Cut by hand,	1
Blocked by hand,	½
Cut or blocked by machine,	½

Lace and blucher-oxford tongues:

Cut by hand,	¾
Blocked by hand,	½
Cut or blocked by machine,	½

Right and left tip, over regular straight tip

Long toe, when tip is to be used

Wing tip, 7 inches and less, 4

Wing tip, over 7 inches long, 4½

Notches, ¼

Pricking holes, 1½ cent per hole.

Combination-tagged, ½ cent extra per pair.

Snuffed, painted calfskin cut by hand: 2½ per cent more than Class 3 price.

Plain-toed shoes: the same as regular short vamp and regular tip.

Samples and 1- and 2-pair lots, price and one-half in all classes.

VALUES.

Whole-shoe cutting:

By hand:

	Per Point.
Class 1,	\$0 01056
Class 2,	00935
Class 3,	0088
Class 4,	00792
Class 5,	00704

Whole-shoe cutting — *Con.*

By machine:

Per Point.

Class 1:

Colors,	\$0 00828
Balance,	00771

Class 2:

Colors,	00736
Balance,	0069

Class 3:

Colors,	0069
Balance,	0064

Class 4,	00575
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Class 5,	00517
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Top-cutting:

By hand:

Class 1,	009
Class 2,	00804
Class 3,	00696

By machine:

Class 1,	00656
Class 2,	00586
Class 3,	00507

The payment of an extra price for cutting shoes known as the purple-tagged grade shall be discontinued.

.CONDITIONS.

1. Stock shall be given to men used to cutting certain kinds of leather. All-round cutters shall receive their proportional share of all kinds of leather. This does not mean that the manufacturer must give leather to cutters who have no experience on that kind of leather.

2. As near a day's work given to men as possible.

3. Jobs shall be taken to the cutters and patterns given with the job.

4. Credit shall be given the men for side work.

5. Cutters shall replace all parts rejected by the sorters. Cutters' responsibility for quality shall end when work is passed by sorters or inspectors. Cutters' responsibility for full cases shall end after shoes leave match-marker. Cutters shall not be responsible for wrong leather given with tags.

6. When jobs are finished each cutter shall tie up the work whether cut in bulk or case.

7. Grindstones shall be kept in good order.

8. Boards shall be buffed at least once a week by cutters, and the machine blocks shall be kept in good condition by the manufacturer.

9. No more than three men on a set of patterns.

10. Cutters working by the piece shall not ring in on time clock.

11. Not more than four or five men on a set of dies.

12. Dies shall be kept in good cutting condition.

13. Not more than two pieces to be returned on any job, and not more than four pieces of broken skins given in a job. (Remnants.)

14. Where there are no dies for certain sizes, such sizes to be cut by hand at the hand piece price.

15. Sorters or crownners to be employed.

16. When sample remnants are given as a separate job the price shall be price and one-half or by the day at the option of the cutter, or the same may be given to regular day men.

17. Spare and small jobs to be given out by card or blackboard system.

18. Badly broken stock to be cut by the hour or by the piece at the option of the cutter.

19. Seamless blucher tops, when cut on machine same price as regular bal. tops.
20. All new patterns to be taken up for price adjustment.
21. Pattern and die boys shall be employed.
22. Cutters to verify footage before cutting job.
23. All jobs shall contain not more than three styles or three widths. All jobs containing more than three widths or three styles shall be paid for at $\frac{1}{2}$ cent per pair extra. This shall not apply to jobs valued at \$8 or more.

Other conditions to conform with those existing in Brockton factories using the point system.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

LUKE W. REYNOLDS COMPANY — BROCKTON.

On September 21 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and finishers. (292)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company to its employees at Brockton for the work as there performed: —

	Per 24 Pair.
Scouring heel-breasts, 1 paper,	\$0 045
Scouring heels, 2 papers:	
Leather,	16
Rubber,	18
Blackening heels and rands,	04
Expediting heels,	20
Scouring top-pieces,	095
Scouring bottoms, pinwheel and naumkeag attached,	26
Cutting shanks,	045
Bleaching foreparts,	065
Gumming foreparts,	11
Blackening:	
Shanks and breasts,	09
Shanks, breasts and top-pieces,	11
Painting foreparts, no change	1161
Waxing and brushing foreparts or full bottoms,	11
Rolling and polishing foreparts, shanks and top-pieces and cleaning slugs, no change	3339
Rolling and polishing foreparts and shanks,	27
Wheeling cut and breasts, no change	0871
Bleaching bottoms,	065
Gumming bottoms,	11
Painting bottoms,	15

	Per 24 Pair.
Wheeling breasts,	\$0 045
Staining or blacking top-pieces,	0325
Rolling top-pieces and cleaning slugs,	08
Blacking or staining breasts,	0325

By agreement of the parties this decision shall take effect as of June 10, 1920.

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and edgetrimmers. (293)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company, at Brockton, for the work as there performed: —

Edgetrimming, including randing, knifing and jointing by hand:	Per 24 Pair.
Regular work,	\$0 98
Arch supports,	98
Edgesetting, one setting,	50

By agreement of the parties this decision shall take effect as of June 10, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

T. D. BARRY COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, A. E. LITTLE COMPANY, STACY-ADAMS COMPANY, WALL, DOYLE & DALY, INC., CONDON BROTHERS COMPANY, HOWARD & FOSTER COMPANY, KILLORY-MORIARTY COMPANY, C. S. MARSHALL COMPANY, WHITMAN & KEITH COMPANY — BROCKTON.

On September 28 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and edgetrimmers. (294)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated

by the parties, the Board awards that there shall be no change in the prices paid by T. D. Barry Company, at Brockton, for rough trimming and sample trimming: namely, \$36 per week of 48 hours.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (295)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Joseph F. Corcoran Shoe Company, at Brockton, for edgetrimming and edgsetting (two settings): namely, 82 cents per 24 pair for the work as there performed.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and edgetrimmers. (296)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by the Diamond Shoe Company, at Brockton, for rough trimming: namely, \$36 per week of 48 hours.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and edgemakers. (297)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by A. E. Little Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Kitting, including ragging,	no change \$0 436
Trimming and setting spring-heeled shoes,	no change 1 44

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and edgsetters. (298)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Stacy-Adams Company, at Brockton, for kitting including ragging, as the work is there performed: namely, \$0.436.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (299)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Wall, Doyle & Daly, Inc., at Brockton, for edgetrimming and edgsetting (two settings) as the work is there performed: namely, 82 cents per 24 pair.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and edgemakers. (302)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Condon Brothers Company, at Brockton, for the work as there performed: —

Edgetrimming:	Per 24 Pair.
Regular work,	no change \$0 74
Army garrison shoes,	74
Edgsetting, two settings:	
Regular work,	no change 74
Army garrison shoes,	74

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and edgemakers. (303)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Howard & Foster Company, at Brockton, for edgetrimming on shoes of the green-tag grade, as the work is there performed: namely, 82 cents per 24 pair.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and edgemakers. (304)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Killory-Moriarty Company, at Brockton, for the work as there performed: —

		Per 24 Pair.
Edgetrimming,	no change	\$0 65
Edgesetting, one setting,	no change	50

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and edgemakers. (305)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by C. S. Marshall Company, at Brockton, for the work as there performed: —

		Per 24 Pair.
Edgesetting, two settings,	no change	\$0 74
Flat-iron trimming,	no change	82
Flat-iron setting, two settings,	no change	74
Trimming around edges,	no change	1 045

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and edgetrimmers. (306)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Whitman & Keith Company, at Brockton, for edgetrimming on shoes of the XX grade, as the work is there performed: namely, 74 cents per 24 pair.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, LIBERTY SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, A. E. LITTLE COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, BION F. REYNOLDS, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Field & Flint Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, Liberty Shoe Company, Charles E. Lynch Shoe Manufacturing Company, A. E. Little Company, C. S. Marshall Company, M. A. Packard Company, Stacy-Adams Company, E. E. Taylor Company, Thompson Brothers Shoe Company, Bion F. Reynolds, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and sole-leather workers. (307)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by the above-named employers in Brockton for the following items of work: —

	Per Week.
Cutting outsoles,	\$38 40
Sorting outsoles,	35 52
Cutting innersoles,	36 00
Sorting innersoles,	32 64
Channeling innersoles,	35 52
Cutting taps,	28 80
Cutting top-pieces,	28 80

Cutting counters:	Per Week.
Fiber,	\$24 00
Leather,	28 80
Cutting box toes,	24 96
Cutting lifting,	25 92

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and heelers in its Factory No. 4 at Middleborough. (324).

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by George E. Keith Company in Factory No. 4, at Middleborough, for the work as there performed: —

Heeling:	Per 12 Pair.
Regular heels,	\$0 1308
Bases,	1018
Rubber heels:	
When placed by heeler,	1018
When already placed,	095
15/8 heels, bases and top,	2541
Samples,	1½ price.
Heeling, shaving, slugging and breasting,	\$33 per week of 48 hours.

By agreement of the parties this decision shall take effect as of March 8, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

COOPER-LIBERTY-THOMPSON COMPANY — MARLBOROUGH.

On September 28 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Cooper-Liberty-Thompson Company, shoe manufacturer of Marlborough, and employees. (338, 343, 344)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Cooper-Liberty-Thompson Company to its employees at Marlborough for the work as there performed: —

		Per 12 Pair.
Undertrimming:		
Polish tops, pressed work, held on,	no change	\$0 30
Two-eyelet tie, blucher, held on,		25
Lining-making:		
Side facings with tape,		115
Leather top facings,		055
Web staying,		045
Closing:		
Three-quarter-foxed vamp, sides and vamp heels,		0275
Pressed heels,		0325
Oxfords,		03
Oxfords, pressed,		035
Edgetrimming, including blacking and wetting, McKay work:		
Single-soled and slip-tapped,	no change	30
Fair-stitched,	no change	33
French shanks,	no change	36
Boning out,	No extra.	
Randing foreparts or shanks,	No extra.	
Edgesetting, McKay work:		
Single-soled and slip-tapped, two settings,	no change	27
Fair-stitched,	no change	30
Heeling:		
Bases,	no change	09
Single nailing; 1 shift, 2 shifts or 3 shifts, up to and including 14/8,	no change	12
Double nailing,	no change	21
Rubber heels:		
Including cementing,	no change	17
No cementing,	no change	13

By agreement of the parties this decision shall take effect as of the date of the introduction of the piece-work system.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CONDON BROTHERS COMPANY — BROCKTON.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and treers.
(340)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 70 cents per 24 pair shall be paid by Condon Brothers Company, at Brockton, for treeing army garrison shoes (cleaned, washed and one coat of dressing) as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BRESNAHAN-MacLAUGHLIN SHOE COMPANY, ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.

On September 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company and Allen-Goller-Leighton Company, shoe manufacturers of Lynn, and stitchers. (346)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Bresnahan-MacLaughlin Shoe Company and Allen-Goller-Leighton Company, at Lynn, for the work as there performed: —

Stitching cut-outs:

36 cut-outs in a pair,	.	.	.	.	.	.	.	\$0 18
24 cut-outs in a pair,	.	.	.	.	.	.	.	14

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

WELCH SHOE COMPANY — LYNN.

On October 6 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Welch Shoe Company of Lynn and finishers. (348)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be no change in the price paid by the Welch Shoe Company, at Lynn, for rolling and brushing shanks as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY,
JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE
COMPANY, THOMPSON BROTHERS SHOE COMPANY —
BROCKTON.**

On October 26 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and solefasteners. (319)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by T. D. Barry Company, at Brockton, for the work as there performed: —

		Per 24 Pair.	
		Grade 1.	Grade 2.
Goodyear welting,	no change	\$0 66	\$0 60
Goodyear stitching:			
White stitch,	no change	78	74
Fudge stitch,	no change	70	68
Roughrounding,	no change	32	30

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and solefasteners in the Ralston Factory. (320)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the condi-

tions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Churchill & Alden Company in the Ralston Factory, at Brockton, for the work as there performed: —

		Per 24 Pair.		
		Extra Grade.	Grade 1.	Grade 2.
Goodyear welting,	no change	\$0 72	\$0 66	\$0 60
Goodyear stitching:				
White stitch,	no change	90	78	74
Fudge stitch,	no change	78	70	68
Roughrounding,	no change	36	32	30

In the matter of the joint application for arbitration of a controversy between Joséph F. Corcoran Shoe Company of Brockton and solefasteners. (321)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company, at Brockton, for the work as there performed: —

		Per 24 Pair.	
Goodyear welting,	no change	\$0 54	
Goodyear stitching:			
White stitch,	no change	68	
Fudge stitch,	no change	62	
Roughrounding,	no change	28	

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and solefasteners in Factory C. (322)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Diamond Shoe Company, at Brockton, in Factory C, for the work as there performed: —

		Per 24 Pair.	
Goodyear welting,		\$0 60	
Goodyear stitching, including bobbin-winding:			
White stitch,		74	
Fudge stitch,		68	
Roughrounding,		30	

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and solefasteners. (323)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company, at Brockton, for the work as there performed: —

	Per 24 Pair.
Goodyear welting,	no change \$0 66
Goodyear stitching:	
White stitch,	no change 78
Fudge stitch,	no change 70
Roughrounding,	no change 32

By the Board,

BERNARD F. SUPPLE, *Secretary*.

SLATER & MORRILL, INC. — BRAINTREE.

On October 26 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., shoe manufacturer of Braintree, and finishers.
(351)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Slater & Morrill, Inc., at Braintree, for the work as there performed: —

Bottom finishing; two applications of gum stain and brushed twice:	Per 12 Pair.
Bottom and top-piece,	\$0 20
Bottom to heel,	15
Forepart,	13

By agreement of the parties this decision shall take effect as of September 9, 1920.

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., shoe manufacturer of Braintree, and rough-rounders. (352)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nomi-

nated by the parties, the Board awards that 10 cents per 12 pair shall be paid by Slater & Morrill, Inc., at Braintree, for roughrounding children's and youths' shoes around the heel, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RICE & HUTCHINS, INC. — MARLBOROUGH.

On October 26 the following decisions were rendered:—

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters.
(327)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to employees in the Curtis Factory at Marlborough for the work as there performed:—

Operating No. 5 bed machine:

Men's shoes:

Plain-toed:

	Pink-Tag and Yellow-Tag Grades.	Per 12 Pair. Red-Tag and Green-Tag Grades.
Black,	\$0 37	\$0 38
Colored,	42	45
Patent,	45	49

Low-toed:

Black,	39	41
Colored,	45	47
Patent,	45	50

Medium-toed:

Black,	43	46
Colored,	48	51
Patent,	48	53

High-toed:

Black,	50	54
Colored,	58	59
Patent,	59	61

Boys' shoes:

Low-toed:

Black,	35	37
Colored,	39	41
Patent,	39	41

Medium-toed:

Black,	39	41
Colored,	42	45

High-toed:

Black,	44	47
Colored,	47	51

In the matter of the joint applications for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and vampsers.
(328, 329)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to employees in the Curtis Factory at Marlborough for the work as there performed: —

Two-needle Singer machine:

Blucher:	Per 12 Pair.
Two rows, close, and brace,	\$0 30
Four rows, spread,	35
Berlin blucher and lap,	no change 40
Blucher oxford, two rows, close and brace,	30
Bal., button or Congress,	36
Bal., button or Congress, two rows, spread,	no change 45
Circular bal., oxford or button:	
Regular height,	no change 25
Low-cut,	no change 25
Elite bal. or oxford, No. 234 and No. 260,	30
Vamp, pattern No. 272,	no change 27
Berlin blucher, four rows, spread,	55
Pattern, No. 264,	no change 31
Pattern No. 259, vamp and foxing stay,	42

Single-needle Singer machine:

Blucher:	
Two rows, spread, no bar,	32
Two rows, spread, with bar,	38
Arch support,	35
Two rows, spread, and brace; bellows tongue,	no change 42
Three rows, spread, and brace,	50
Blucher oxford, no brace,	32
Bal., button or Congress, spread or perforated,	no change 48
Button low shoe,	no change 49
Circular bal., button or oxford:	
Regular height,	34
Low-cut,	34
Elite bal. or oxford, No. 234 and No. 260,	39
Vamp, pattern No. 272, bal. or oxford:	
Regular height,	no change 36
Low-cut,	no change 36
Pattern No. 264,	no change 40
Third row, bal., button or Congress,	no change 10
Bal. or button, perforated, No. 142 pattern,	no change 49
Bal. or button, perforated, No. 42 and No. 115 patterns,	no change 52

Pinked vamps, No extra.

Folded work, No extra.

The Board recommends that tops and vamps shall be sorted for the vampsers, as at present.

Vamping, by the week, \$27.60.

Vamping, by the hour, \$0.575.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and stitchers.
(347)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to employees in the Curtis Factory at Marlborough for the work as there performed:—

Foxing stitching:

Straight, two rows:				Per 12 Pair.
Two-needle machine, close rows,	no change			\$0 15
One-needle machine,				20
No. 1 fitting, two rows:				
Two-needle machine, close rows,	no change			15
One-needle machine,				20
No. 282 pattern, one-needle machine,				20
No. 287 pattern, one-needle machine,				17½
No. 288 pattern:				
Two-needle machine, close rows,	no change			15½
One-needle machine,				20
Two-needle machine, space rows,	no change			16
One-needle machine, third row,	no change			07
No. 289 and No. 295 patterns:				
One-needle machine,				19
Two-needle machine, close rows,	no change			14
Two-needle machine, space rows,	no change			14½
One-needle machine, third row,	no change			06

By the Board,

BERNARD F. SUPPLE, *Secretary*.

ARNOLD BROTHERS & CO. — ABINGTON; GEORGE E. BELCHER LAST COMPANY — STOUGHTON; BROCKTON LAST COMPANY, MASTERSON BROTHERS, MAWHINNEY LAST COMPANY, WOODARD & WRIGHT LAST COMPANY — BROCKTON.

On November 16 the following decision was rendered:—

In the matter of the joint applications for arbitration of a controversy between Arnold Brothers & Co. (Abington), George E. Belcher Last Company (Stoughton), Brockton Last Company, Masterson Brothers, Mawhinney Last Company and the Woodard & Wright Last Company (Brockton) and last-scourers. (331-336)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the con-

troversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid for last-scouring, namely, 5 cents per pair, by Arnold Brothers & Co. of Abington, George E. Belcher Last Company of Stoughton, and the Brockton Last Company, Masterson Brothers, Mawhinney Last Company and Woodard & Wright Last Company of Brockton, for the work as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RICE & HUTCHINS, INC. — ROCKLAND.

The following decision was rendered on November 16: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Rockland, and edgeseeters.
(350)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that \$1.02 per 24 pair shall be paid by Rice & Hutchins, Inc., at Rockland, for edgeseeting, including staining, white rubber-slip edges, as the work is there performed.

By agreement of the parties this decision shall take effect as of September 13, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

On November 16 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and treers. (345)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 20 cents per 24 pair shall be paid by Joseph F. Corcoran Shoe Company, at Brockton, for ironing rus-set tops, as the work is there performed.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and vamps. (349)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 17 cents extra per 24 pair shall be paid by Joseph F. Corcoran Shoe Company, at Brockton, for vamping the "so-called Tuxedo vamp" on the single-needle machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of a piece price.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

E. T. WRIGHT & CO., INC. — ROCKLAND.

On November 16 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., shoe manufacturer of Rockland, and rough-rounders. (337)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by E. T. Wright & Co., Inc., at Rockland, for the work as there performed:—

Roughrounding:		Per 24 Pair.
From heel to heel,	no change	\$0 348
Around the heel,	No extra.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

The following decision was rendered on November 16: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and stitchers, etc. (355)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed: —

Closing:	Per 12 Pair.
Two seams on No. 5 backstay, no change	\$0 06 $\frac{3}{4}$
Pressed seamless vamps, no change	03 $\frac{3}{4}$
Plain vamps and foxings, no change	03 $\frac{3}{4}$
Oxford foxings,	03 $\frac{1}{4}$
Oxford tops,	02 $\frac{3}{4}$
Stitching wing tips, held on (new work),	27 $\frac{1}{2}$
Staying:	
All seams on staying for trimming, No extra.	
Facing shoes on top stitching, eyeletting, trimming and vamping, No extra.	
Fancy stitching; lace row, No. 6 stitched quarters (new work),	15
Plugging holes in heels (bottoming room),	05

. By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BOSTON.

On November 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and undertrimmers in Factory No. 9, Boston. (358)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9, at Boston, for the work as there performed: —

Undertrimming, cemented work:

Per 12 Pair.

Quarter oxford, whole toe lining,

\$0 18

Bal., button, blucher bal. or blucher oxford, 5 cents less than the price paid for held-on work.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

POOLE & JOHNSTON — BROCKTON.

On November 30 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, shoe manufacturers of Brockton, and edgemakers.
(360)

This application submits a controversy arising over the discharge of an edgemaker by the employers, Poole & Johnston of Brockton.

Having considered said application and heard the parties by their duly authorized representatives, the Board finds that the employers under the existing conditions were within their rights in discharging the employee in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

BUILDING TRADES — LAWRENCE.

The following decisions were rendered, the chairman of the Board acting as sole arbitrator:—

JANUARY 27, 1920.

In pursuance of an agreement between the Master Builders and the Building Trades' Council of Lawrence, dated May 7, 1919, a controversy having arisen between the parties thereto, and the board of arbitration therein provided for being unable to adjust the matter, and no umpire having been chosen, the chairman of the Board of Conciliation and Arbitration was called upon to act as such.

A conference was held at the office of E. W. Pitman Company, Bay State Building, Lawrence, on January 13, 1920. At this conference Charles H. Littlefield, E. W. Locke, John A. Peabody, James P. Meehan, Bart Barry and James R. Menzie of the board of arbitration were present. Further conferences were held on January 19 and 26.

The issue related to the employment by some of the contractors, parties to this agreement, but really centered upon one contractor,

of non-union common laborers, so called. The representatives of the union contended that this contractor had in his employ a large percentage of non-union men, and that non-union men were constantly leaving other contractors and entering the employ of this contractor because it was contended that such men were sure of employment whether they were union men or not, and the position taken by such representatives was that under the existing agreement such contractor should, if the men failed to join the union, request them to join and discharge them if they failed to do so. The position of the contractor was, and this was not in dispute, that he commenced work so late in the season that the other contractors had already employed to a considerable extent the available union men, and he was therefore unable to secure the services of union men; that he was perfectly willing to employ union men, and, in fact, had made a request of the union to secure union employees for him, but on account of the demands on the labor market such men were not available.

In order to encourage the common laborers to join the union, a reduction of initiation fees was temporarily resorted to by the union, but without material success. It did not appear that the local unions had any written agreement with the contractors, individually or collectively, other than the one above referred to, dated May 7, 1919. This agreement provides "that there shall be no strike or lockout during its existence," and further, "that *agreements* between the local unions and employers are still in effect, and are recognized by this agreement."

The first issue raised was whether or not, under the sentence last quoted, the word "agreements" included the by-laws (sometimes called the rules and regulations) of the unions in so far as applicable. The representatives of the union contended that such by-laws were included, as otherwise this agreement of May 7 would never have been entered into by the Building Trades' Council. This construction was practically admitted by the representatives of the contractors, as it was not denied that under this agreement the contractors could not employ experienced men such as carpenters, bricklayers, etc., unless they were union men, and a fair construction of this agreement would be that such by-laws as existed on the date of the agreement, to wit, May 7, 1919, and are applicable, were included under the word "agreements;" and I so find.

The second issue raised was whether or not common labor, so called, was included under this agreement. The representatives of the union claimed that such men were included. At least two representatives of the contractors claimed that they were not, and one other representative admitted that it was a matter of doubt. It is a fact, however, that a union existed known as the "Hodcarriers, Building and Common Laborers' Union," comprising locals Nos. 175, 219 and 228, which included common laborers, so called, and which was affiliated with the Building Trades' Council. It further appeared that in fixing the wages of the various crafts a wage was fixed "for all other laborers," which, of course, included common laborers.

Under these circumstances, as the union which included common laborers existed as a part of the Building Trades' Council, the only fair conclusion would seem to be that the common laborer, so called, is included under this agreement; and I so find.

Although no copy of such by-laws was presented, however, it did appear at the conferences that there were such by-laws covering the question of the employment of union with non-union men, and, of course, such by-laws, in accordance with the finding above made, are applicable and binding on the parties to the agreement.

MAY 6, 1920.

In the matter of a controversy between the Master Builders of Lawrence and locals Nos. 175, 219 and 228 of the Building Trades' Council, relative to the wages to be paid to common laborers, so called, and hodcarriers and tenders, members of said locals.

The parties through their representatives, having been unable to agree upon a wage schedule, called upon the chairman of the State Board of Conciliation and Arbitration to act as arbitrator.

The chairman met the parties in controversy at the office of E. W. Pitman Company, Bay State Building, Lawrence, on April 30, at which time it was mutually agreed that the decision of the arbitrator should be final and binding until April 1, 1921.

After hearing the parties by their duly authorized representatives, and investigating the question of wages paid for similar work in other communities, the chairman of the Board of Conciliation and Arbitration awards that the compensation shall be as follows: common laborers, 65 cents per hour; hodcarriers and tenders, 70 cents per hour.

EDWARD FISHER, *Arbitrator.*

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Sole-leather workers,	(307)	185
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Edgemakers,	(299)	183
Engineers,	(57)	60
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Skivers,	(186)	129
Sole-leather workers,	(12)	32
Sole-leather workers,	(307)	185
Treers,	(158)	85
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Lasters,	(132)	96
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Sole-leather workers,	(307)	185
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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

OF THE

BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1921



BOSTON

WRIGHT & POTTER PRINTING CO., STATE PRINTERS
32 DERNE STREET

1922

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Mass.; DEPARTMENT OF LABOR AND INDUSTRIES; *Board*

of conciliation and arbitration

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Mass Officials

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OFFICIALS

OF THE

DEPARTMENT OF LABOR AND INDUSTRIES

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE DIVISION OF MINIMUM WAGE AND THE BOARD OF
CONCILIATION AND ARBITRATION.)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

Office

ROOM 472, STATE HOUSE

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REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION.

To the Commissioner of Labor and Industries.

Following is an account of the work of the Board of Conciliation and Arbitration for the year ending November 30, 1921.

During the year an important change has occurred in the personnel of this Division, occasioned by the retirement on June 1 of Mr. Bernard F. Supple, under the retirement act, after thirty-four consecutive years of service as secretary. He was the first secretary, having been appointed soon after the Board's establishment. The Board recognizes that such a long period of service is unusual and is ample testimony of the faithful, conscientious and efficient service rendered by Mr. Supple, who in this position continually exercised a high degree of tact, patience and judgment in order to secure and hold the confidence of the contending parties in labor controversies.

The Board in its previous report emphasized its policy to investigate, so far as possible, all labor controversies arising in the Commonwealth. The Board has been able to carry out this policy through the able assistance of its agent, Mr. Fred M. Knight of Haverhill, who was assigned from the Division of Industrial Safety to this Division for this purpose.

SUMMARY OF THE YEAR'S WORK.

There were at the beginning of the year 12 joint applications for arbitration pending. During the year 561 joint applications for arbitration were filed, making a total of 573 arbitration

cases before the Board for action. In addition, 13 normality petitions were filed. Of the normality petitions, 4 have been granted, 4 have been dismissed, and the remaining 5 have been placed on file at the request of the petitioners. Of the arbitration petitions, 8 have been mutually settled, 133 decisions have been rendered and 23 cases either abandoned or withdrawn, leaving 409 still pending, further reference to which is made under the heading "Arbitration."

CONCILIATION.

During the year the Board has investigated, or otherwise been in communication with the parties in the medium of conciliator in, 70 cases, a majority of which have been adjusted. Among the more important of these labor controversies are the following: —

Boston Building Trades. — On January 20 there was a cessation of work in the building trades in Boston and the vicinity as a result of the inability of members of the Building Trades Employers' Association, comprising about 300 employers, and of the United Building Trades' Council, comprising 31 distinct trades, to reach a settlement of their differences. The efforts of the Board to adjust these differences proved unavailing, and in the performance of its duty the Board made an investigation, a report of which will be found under the heading of "Reports."

Boston, Revere Beach & Lynn Railroad. — In February the Boston, Revere Beach & Lynn Railroad gave notice to its employees of a proposed reduction in wages and a change in working conditions. The Board, finding that the parties were apparently unable to adjust their differences and that a labor controversy was likely to result, and further finding that the time was insufficient within which to make an investigation, requested the company to postpone action for the period of one week. This request was acceded to and conferences were held. After ascertaining the facts, the Board

was convinced that no basis of adjustment could be reached unless both parties were willing to make concessions. As a result of the conferences, the company consented to waive two-fifths of the proposed reduction and also to abandon the contemplated changes in working conditions. Under these modifications the reduction would average about 12 per cent. On March 21 a settlement was reached upon this basis and a strike averted. This was a matter of great importance, not only to the localities served by this railroad, but also to the company and the employees as well, as it was one of the first reductions attempted by any railroad in this country. The agreement reached reflects credit upon the spirit in which each party to the controversy met and recognized the rights of the other.

Eastern Massachusetts Street Railway Company.—In the early part of May it became apparent that the trustees of the Eastern Massachusetts Street Railway Company and the employees of the company were unlikely to adjust their differences, which involved the interpretation of their agreement, a proposed reduction in wages, and a change in working conditions. This was a matter of serious concern to the communities in the eastern section of the State. During the week of May 8 interviews were held by the Board with the trustees and the representatives of the employees, resulting in a joint conference held at the office of the Board May 13 and 14. At this conference an agreement was reached that whatever differences could not be adjusted by the parties would be presented to the Board for arbitration, thereby averting the threatened strike. As the parties were unable to agree upon certain rules and working conditions, these questions, together with the proposed reduction in wages, were arbitrated, and a decision was rendered by the Board on May 28.

A. C. Lawrence Leather Company and National Calfskin Company.—In January a labor controversy between the

A. C. Lawrence Leather Company and the National Calfskin Company (corporations operated by the National Leather Company) and their employees came to the attention of the Board. It appeared that these two companies had an agreement with members of the Leather Workers' Union which expired November 1, 1920. The two companies notified the representatives of the union that on that date they would cease to have any further dealings with the union as such, but would be willing to deal with their own employees, either individually, collectively or through a committee. A reduction in wages was also to be put into effect. On February 11, 1921, about 44 men ceased work in the tacking department of the National Calfskin Company, which employed about 550. A general cessation of work on the part of the employees of this plant took place on February 25. The Board investigated the matter and, after conferences with both parties, endeavored to adjust the differences, but was unable to do so. On March 31 practically all of the employees, about 1,200 in number, ceased work in the plant of the A. C. Lawrence Leather Company. The Board, after consultation with the mayor of Peabody and others, being unable to conciliate the differences or to induce the employers to submit the matter to arbitration (which the employees agreed to do), proceeded under the statute to hold a public hearing to determine who was mainly responsible for the existence of the labor controversy.

The first hearing was held on April 27, and hearings were continued on various dates for a period of about a month. In each instance the hearings assumed the nature of conferences, during which the company submitted two offers of adjustment which were refused by the employees. On May 24 a proposition was submitted by the company which, briefly stated, was that within the next thirty days work would be guaranteed to 900 former employees of the A. C. Lawrence

Leather Company and 300 former employees of the National Calfskin Company, but without recognition of the union. This proposition was accepted by the men and the controversy adjusted.

Moore Drop Forging Company. — On December 8, 1920, a controversy arose between the Moore Drop Forging Company and its employees, the company then employing about 500 men in its two plants, one in Springfield and the other in Chicopee, resulting in the cessation of work of about one-third of its employees. The controversy arose mainly over the company's introducing a system known as the individual contract. The Board was unable to adjust this controversy, and later held public hearings to determine which party was mainly responsible. The company attempted, through legal proceedings, to prevent the Board from making an investigation of this controversy, and the matter was taken to the Supreme Judicial Court. An opinion was rendered about the middle of September under the title, "*Moore Drop Forging Company v. Fisher et al.*," in which the court sustained the Board in its position that it had a right to continue with the investigation with certain limitations. The details of this controversy, together with a reference to this decision, are set forth in the report of this investigation, which appears under the heading of "Reports."

ARBITRATION.

The work of the Board in arbitrating differences between employers and employees is reflected in the decisions, and needs no extended comment. The chief work of the Board in this important branch of its duties has been, as in the past, in the boot and shoe industry, the most important case outside of this industry being that of the Eastern Massachusetts Street Railway Company.

Of the 409 joint applications for arbitration pending, 389 are applications from manufacturers of Brockton, members of the

Brockton Shoe Manufacturers' Association, and employees, members of the Boot and Shoe Workers' Union, on the question of reduction in wages. These applications, when all have been filed, will comprise 13 departments in each of the factories, about 28 in number, and will cover many thousands of items. This is one of the most important matters ever presented to this Board for determination, affecting as it does the chief industry of Brockton with its thousands of employees. The submission of these applications bears testimony to the harmonious operation of the agreement between the manufacturers and the employees, under the terms of which all differences not otherwise adjusted are presented to the Board for arbitration without any cessation of work. Of the remaining 20 applications for arbitration pending, some are also from the South Shore district, and involve the same issue. These will undoubtedly be heard and a decision rendered in conjunction with the above-named cases.

INVESTIGATION.

Under the provisions of the law, where the Board has been unable to secure an adjustment of a labor controversy or to obtain an agreement to submit the same to arbitration, the Board is called upon to make an investigation and determine who is mainly responsible for its existence.

The first investigation was of the controversy arising between members of the Building Trades Employers' Association of Boston and members of the United Building Trades' Council, a report of which, with the details thereof, appears under the heading of "Reports."

The second investigation was of the controversy arising between the A. C. Lawrence Leather Company and the National Calfskin Company, corporations affiliated with the National Leather Company, and their employees. A settlement was reached, rendering a report unnecessary.

The third investigation was of the controversy arising between the Moore Drop Forging Company and its employees, a report of which appears under the heading of "Reports." In this report the Board finds that "there is no labor controversy justifying further proceedings on its part, either of investigation or for placing the responsibility for the original controversy."

Following is a list of industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, also a list of industries investigated by the Board as a conciliator, with the matters in controversy.

The Board again takes this opportunity to extend to the parties with whom it has had dealings its most sincere appreciation of their assistance and co-operation. It trusts and believes that a continuation of these relations will inure to the benefit of the Commonwealth.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

CONCILIATION.

Industries affected.

Automobile accessories.	Machinery.
Baking.	Metal trades.
Barber.	Novelties.
Building.	Paper.
Carpet manufacture.	Printing.
Clothing.	Restaurant.
Coal.	Rubber.
Forgings.	Shipbuilding.
Furniture.	Shoemaking.
Gas.	Textiles.
Leather.	Theater.
Lumber.	Transportation.

Principal Differences.

Classification of employees.	Individual contract.
Closed shop.	Interpretation of agreement.
Discharge.	Shop conditions.
Hours.	Wages.

ARBITRATION.

<i>Industries affected.</i>	<i>Issues arbitrated.</i>
Leather.	Wages.
Shoemaking.	Interpretation of contract.
	Discharge.
	Wages.
Transportation.	Wages and working conditions.

FINANCIAL STATEMENT.

	1921 Appropriations.	Expenditures.	Unexpended Balance.	1922 Estimated Expenditures.
Personal services	\$17,000 00	\$9,555 00	\$7,445 00	\$19,750 00
Expenses	6,000 00	3,788 68	2,211 32	6,185 00
Totals	\$23,000 00	\$13,343 68	\$9,656 32	\$25,935 00

Respectfully submitted,

EDWARD FISHER,
HERBERT P. WASGATT,
SAMUEL ROSS,

Associate Commissioners.

NORMALITY CASES

NORMALITY CASES.

Certificates of normality of business were issued to the following-named petitioners: The J. H. Bordeaux Company, Springfield; Milton Bradley Company, Springfield; A. Jacobs & Sons, Inc., Lynn; The Tudor Press, Boston.

Certificates were denied to the W. S. Best Printing Company, Boston; Moore Drop Forging Company, Springfield and Chicopee; the Stetson Press, Inc., Boston; Albert White, Springfield.

Petitions of The Calkins Press, Boston; Addison C. Getchell & Son, Boston; Lamb Knitting Machine Company, Chicopee; Loring-Axtell Company, Springfield; and Rhodes & Ripley Clothing Company, Boston, were placed on file, no action being requested.

DECISIONS

DECISIONS.

BROCKTON GAS LIGHT COMPANY — BROCKTON.

The following decision was rendered on December 2, 1920:—

In the matter of the joint application for arbitration of a controversy between the Brockton Gas Light Company and employees in Brockton. (354)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Brockton Gas Light Company to its employees at Brockton for the work as there performed:—

Meter shop:		Per Week of 48 Hours.
Supervising meter repairer	.	\$38 88
Meter repairers	.	33 12
Helpers	.	20 16
Automobile department:		
Head automobile mechanic	.	37 92
Automobile mechanic	.	30 72
Garage night men, per week of 57½ hours, \$29.90.		
Shop department:		
Low-pressure fitters	.	27 36
Low-pressure fitters' helpers	.	24 00
High-pressure fitters	.	28 32
High-pressure fitters' helpers	.	22 08
Water-heater fitter	.	28 80
Water-heater fitter's helper	.	20 16
Meter and complaint men	.	26 88
Special helper	.	25 92
Helpers	.	20 16
Trimmers	.	20 16
Clerk	.	24 96
Storeroom helper	.	26 88

By agreement of the parties this decision shall take effect as of July 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

The following decisions were rendered on December 2, 1920: —

In the matter of the joint application for arbitration of a controversy between the Freedman-Powers Shoe Company of Brockton and treers. (363)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, and investigated the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Freedman-Powers Shoe Company to employees at Brockton for treeing boys' shoes, as the work is there performed: —

	Per 24 Pairs.
Gun metal, cleaned, one coat of filler	\$0 50
Russia calf, cleaned, one coat of polish and ragged	85
Ironing black tops	15
Ironing Russia-calf tops	15

By agreement of the parties this decision shall take effect as of September 1, 1920.

In the matter of the joint application for arbitration of a controversy between the Freedman-Powers Shoe Company of Brockton and treers. (364)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, and investigated the work in question, its character, and the conditions under which it is performed, the Board awards that 20 cents per 24 pairs shall be paid by the Freedman-Powers Shoe Company at Brockton for ironing russet tops, as the work is there performed.

By agreement of the parties this decision shall take effect as of November 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.

The following decision was rendered on December 14, 1920: —

In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (362)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices

shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for the work as there performed: —

Stitching French binding:		Per Pair.
Sabot pump		\$0 05
Grecian pump		10

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On December 21, 1920, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and Goodyear welters in Factory No. 5. (365)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by W. L. Douglas Shoe Company in Factory No. 5 at Brockton for Goodyear welting women's shoes with shoulder innersoles, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

The following decision was rendered on December 28, 1920: —

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and finishers. (361)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices

shall be paid by Freedman-Powers Shoe Company at Brockton for the work as there performed: —

BOYS' SHOES.		Per 24 Pairs.
Scouring heels (leather), two papers		\$0 17
Expediting heels; waxing, padding, brushing and keying heels and filling holes		24
Scouring bottoms, pinwheel and naumkeag attached		284
Painting or staining full bottoms		16
Gumming full bottoms previously stained or painted		14
Polishing full bottoms, including rolling		284

By agreement of the parties this decision shall take effect as of September 1, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.

On December 28, 1920, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and wood-heelers. (366)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, the Board awards that the following prices shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for the work as there performed: —

Wood-heeling, new system:		Per Pair.
Cutting on and fitting		\$0 06
Gluing and attaching heels by screw machine		04
Finishing		07

By agreement of the parties this decision shall take effect as of October 26, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

THE G. W. HERRICK SHOE COMPANY — LYNN.

On December 28, 1920, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and lasters. (3)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that no extra price shall be paid by The G. W. Herrick Shoe Company at Lynn to lasters for cutting the linings of turned shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

On December 30, 1920, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and employees. (1)

The original issue which gave rise to the present controversy arose under a former agreement dated November 29, 1919, between the Allied Shoe Workers' Union, of which the employee in question is a member, and The G. W. Herrick Shoe Company, a member of the Lynn Shoe Manufacturers' Association, Inc. The controversy relates to the jurisdiction of the "adjustment committee" established under the existing agreement between the same parties, dated October 2, 1920.

Having heard the parties by their duly authorized representatives, and considered the evidence presented, the Board determines that the issue which has arisen is a difference within the meaning of that word as used in Article 2 of the agreement dated October 2, 1920, and that the adjustment committee established under the terms of this agreement has jurisdiction thereof.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

MERRILL, PORTER & CO. — LYNN.

On December 30, 1920, the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (4)

This controversy arises under an agreement dated October 2, 1920, between Joint Council No. 1 of the United Shoe Workers of America, acting for and on behalf of the local unions of this organization, including local No. 8 of which the ironers are members, and Merrill, Porter & Co., a member of the Lynn Shoe Manufacturers' Association, Inc.

Having heard the parties by their duly authorized representatives and considered the evidence presented, the Board determines that the ironers are not entitled to a 12½ per cent increase in wages or bonus, so called.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BROPHY BROTHERS SHOE COMPANY — LYNN.

On January 4 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and assemblers. (2)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 1½ cents per 12 pairs shall be deducted from the price paid by Brophy Brothers Shoe Company at Lynn to assemblers when shanks are not inserted by them.

By agreement of the parties this decision shall take effect as of the date of the change in method.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

The following decision was rendered on January 4:—

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in the stitching department. (6)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., in the stitching department at Haverhill for piece work on samples now done by the hour:—

Samples (except on eyeletting):

Lots of 1, 2, 3, 4 or 5 pairs, double price.

Lots of 6 or more pairs, 1½ price.

Eyeletting samples:

Lots of 1, 2, 3, 4 or 5 pairs, 12 cents per 12 eyelets.

Lots of 6 or more pairs, 8 cents per 12 eyelets.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.

The following decision was rendered on January 13:—

In the matter of the joint applications for arbitration of controversies between Allen-Goller-Leighton Company, shoe manufacturer of Lynn, and stitchers. (7, 8, 12)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Allen-Goller-Leighton Company at Lynn for the work as there performed:—

	Per Pair.
Pressing two-buckle straps, all around	\$0 09
Stitching cut-outs:	
40 cut-outs to a pair, 3 or 4 points on a cut-out	25
24 cut-outs to a pair; on the new Reece buttonhole machine	07

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

CUSHING SHOE COMPANY — LYNN.

The following decision was rendered on January 13:—

In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company of Lynn and skivers, etc. (9)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices

shall be paid by the Cushing Shoe Company at Lynn for the work as there performed: —

	Per 36 Pairs.
Skiving vamp line on bound two-strap shoe	\$0 10
Pressing vamp line on bound two-strap shoe	24

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

RIALTO SHOE COMPANY — LYNN.

The following decisions were rendered on January 13: —

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (10)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following price shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: pressing anklet pump, all around, \$2.16 per 36 pairs.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (11)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following price shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: stitching cut-outs on six-strap sandal; 12 cut-outs to a pair, two points on each cut-out, 9 cents per pair.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (14)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: —

Cleaning, ironing and dressing pumps:	Per 36 Pairs.
With one instep strap	No extra.
With two instep straps	extra \$0 12
With anklet strap and instep straps	extra 24

Cleaning ooze pumps:				Per 36 Pairs.
With one instep strap	.	.	.	No extra.
With two instep straps	.	.	.	extra \$0 12
With anklet strap and instep straps	.	.	.	extra 24

By agreement of the parties this decision shall take effect as of December 9, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

BRIGGS-HUTCHINSON COMPANY — LYNN.

The following decision was rendered on January 17:—

In the matter of the joint application for arbitration of a controversy between the Briggs-Hutchinson Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (13)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Briggs-Hutchinson Company at Lynn for the work as there performed:—

Cleaning, ironing and dressing pumps:				Per 36 Pairs.
With one instep strap	.	.	.	No extra.
With two instep straps	.	.	.	extra \$0 12
With anklet strap and instep straps	.	.	.	extra 24

By agreement of the parties this decision shall take effect as of December 9, 1920.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

LYNCH SHOE COMPANY — LYNN.

On January 25 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Lynch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pump stitchers. (15)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.98 per 36 pairs shall be paid by the Lynch Shoe Company at Lynn for stitching one-strap shoe with two points, pattern No. 507, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,
BERNARD F. SUPPLE, *Secretary*.

RIALTO SHOE COMPANY — LYNN.

On January 25 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pump stitchers. (16)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$3.06 per 36 pairs shall be paid by the Rialto Shoe Company at Lynn for stitching anklet pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

HARRISON-LOCKWOOD COMPANY — HAVERHILL.

On February 28 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Harrison-Lockwood Company, shoe manufacturer of Haverhill, and employees. (17)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Harrison-Lockwood Company to its employees at Haverhill for the work as there performed:—

Skiving:	Per 12 Pairs.
Pattern 4-42, quarter	no change \$0 07
Pattern 4-42, back strap	no change 18
Ankle strap	no change 15
Four-pointed vamp	no change 08
Pattern 4-40, three-button, one-strap; top and strap .	no change 18
Egyptian tie, top	no change 12
Two-pointed vamp	no change 07
Seamless pump	no change 05
Circular vamp	no change 03½
Oxford vamp, square throat	no change 04
Oxford quarter	no change 08
Backstays	no change 03
Straight tips	02½
Toes	02

Skiving — *Con.*

One-eyelet tie:

Per 12 Pairs.

Top, pattern 10-12	no change	\$0 08
Vamp line	no change	04
Tongue	no change	05
Vamp, three-quarter	no change	06
Top and front, boots	no change	08
Wave top, boots	no change	09
Theo tie; top, overlap, pattern 4-6	no change	20
Regular Theo tie; top, vamp, pattern 10-12		14
Two-eyelet tie	no change	08
Vamp line	no change	04
Tongue	no change	05
Two cross straps	no change	20
Four-eyelet tie	no change	12
Wing tip	no change	06
Foxings:		
Pointed	no change	06
Regular	no change	04
Vamp and toe		07

Hand-pressing, including cementing:

One-eyelet tie	no change	27
Two-eyelet tie, including shank	no change	36
Oxford	no change	16
Polish	no change	24
Polish, wave top	no change	27
Theo tie, including tongue	no change	60
Tongue, one-eyelet	no change	15
Tongue, two-eyelet	no change	12
Tongue, plug	no change	09
One-strap, quarter and vamp	no change	40
Pump, not to include backing up	no change	20
Wave-pointed top	no change	30
Two cross straps	no change	65
Four-eyelet tie, including tongue,	no change	40
Oxford foxing	no change	12
Two-pointed vamp	no change	14
Four-pointed vamp	no change	18
Polish fronts	no change	18
Back strap, pattern 4-42	no change	40
Ankle strap and top, pattern 4-42	no change	55
Two-button, one-strap, pattern 4-40	no change	40

Machine pressing:

Except as otherwise designated	One-quarter off.	
Circular vamp, including cementing		08
Three-quarter vamp, including cementing		10

Perforating:

Three-quarter vamp		08
Foxing		08
Lace row		08
Circular vamp		07

Tip:

Regular		04
With medallion		04
Wing		12
Square lace, Polish boot		15

Perforating — *Con.*

Bar	no change	Per 12 Pairs. \$0 04
Ensign lace	no change	04
Toeing up and stitching tongue	no change	12

Eyeletting:

Boots	no change	09
Low-cuts	no change	05

Fancy stitching:

Short perforation on quarter:

Single-needle, including across ends	no change	20
Double-needle	no change	14

Vamp line on pump	no change	16
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Imitation wing, single-needle, blucher foxing	no change	18
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Imitation wing, double-needle, pointed foxing	no change	22
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Straight tip, double needle	no change	06
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Straight tip, double-needle, held-on foxing	no change	09
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Straight tip, single-needle, held on	no change	12
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Lace row:

Single-needle, one row	no change	12
Double-needle	no change	10

Stitching foxing, oxford brogue	no change	25
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Stitching foxing, boot brogue	no change	30
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Oxford lace row; double-needle, perforated	no change	10
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Stitching foxing	no change	18
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Pinked edges, extra	no change	03
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Polish top, lace row, pattern 999:

Double-needle	no change	24
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Single-needle	no change	36
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Polish, lace-row boot; double-needle, perforated	no change	33
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Cut-outs:

Joined, stitching four holes per shoe	no change	36
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Joined, stitching six holes per shoe	no change	50
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Stitching 36 holes, pattern 25-4, per pair	no change	1 40
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Reece machines, per 100 holes	no change	20
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Top-stitching:

One-eyelet tie, including tongue	no change	55
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Plain pump	no change	24
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Stay, extra	no change	02
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Plug pump	no change	30
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Oxford	no change	27
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Stay, extra	no change	02
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Two-eyelet tie	no change	24
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Polish, straight	no change	28
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Polish, wave top	no change	30
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Colonial pump	no change	48
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Button boot	no change	30
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Four-eyelet tie	no change	36
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Pointed vamp	no change	30
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Two cross straps	no change	65
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Wave-peak top (999)	no change	35
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Closing:

Theo front, Singer lock stitch		06
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Vamp, sides		04
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Vamp, heels		04
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Pump		04
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Polish top		05
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Closing — *Con.*

Button boot:		Per 12 Pairs.
Back seam		\$0 06
Front seam		07
Foxing		04
Oxford, back seam		04
Whole quarter		07

Staying:

Vamp, sides	05
Vamp, sides, including cutting back or trimming	06
Vamp, heels	05
Vamp, heels, including cutting back	06
Polish top	06

Button boot:

Back seam	06
Front seam	07
Oxford	05
Foxing, including cutting back	05
Whole quarter	08
Plug pump	06

Closing on:

Straight top	no change	08
Two-wave	no change	12
Three-wave	no change	14

Cording:

Straight top	no change	08
Two-wave	no change	12
Three-wave	no change	14
Button boot	no change	10

Table work:

Backing heel seam	no change	05
Cementing blucher stay	no change	05
Cementing eyelet stay, boot	no change	05
Blacking:		
Top and front	no change	05
Cleo top	no change	05
Cleo cut-outs	no change	09
Trimming top, two-eyelet	no change	05

Marking:

Straight tip, by hand	no change	03
Wing tip, by hand	no change	06
Lace row, by hand	no change	06
Top, Eureka machine	no change	01
Vamp, Eureka machine	no change	01
Foxing, Eureka machine	no change	01

Cementing doublers, by machine:

Long	04
Short	04

Taping pump, paper	no change	06
Stenciling cut-outs	no change	10
Trimming cut-outs	no change	06
Blacking, one-eyelet Theo	no change	06 $\frac{3}{4}$
Tying up	no change	05

Stamping:

One stock number	03
Two stock numbers	06

		Per 12 Pairs.
Backstays:		
Tape backstay, boot	no change	\$0 20
Tape backstay, pattern 4-42	no change	15
Anchor stay	no change	12
Three-quarter backstay, three-quarter-foxed shoe	no change	18
Long backstay, whole-quarter shoe	no change	30
Lining-making:		
Web stay	no change	05
Side facing		14
Top facing		05
Top facing, pieced		08
Oxford, heel and vamp		10
Pump, heel, toe and vamp	no change	13
Two-eyelet tie, closing heel seam		03
Plug pump, heel, toe and vamp	no change	14
Blucher oxford lining		18
One eyelet tie, closing back, vamp and tongue		18
Never-slip stay	no change	10
Two cross straps	no change	22
Pattern 4-40		18
Pattern 4-42		20
Closing strap, ankle	no change	05
Vamping:		
Cylinder Polish	no change	40
Oxford	no change	30
One-eyelet tie	no change	60
Two-eyelet tie, blucher Polish	no change	45
Button boot	no change	40
Pointed vamp	no change	45
Foxed boot, circular vamp, perforated	no change	40
Oxford, circular vamp, perforated	no change	40
Centering vamp, extra	no change	02
Matchmarking, extra	no change	04
Blucher oxford, linings held back	no change	50
Two cross straps	no change	30
Egyptian tie, pattern 4-44	no change	30
Two-button, one-strap, pattern 4-40	no change	30
One-strap, pattern 4-42	no change	40
Shimmy pump	no change	60
Five-eyelet tongueless Polish	no change	40
Five-strap tongueless Polish	no change	40
Skiving, pressing, closing or staying:		
Nu Buck, ooze or suède, extra		01
Samples:		
1 to 12 pairs	Double price.	
More than 12 pairs	One and one-half price.	
		Per Hour.
Bench work	no change	40
Operators	no change	60
Over-time work	One and one-half price.	
New work to be done by the hour until price is adjusted.		

By the Board,

BERNARD F. SUPPLE, *Secretary.*

WELCH SHOE COMPANY — LYNN.

The following decision was rendered on March 3: —

In the matter of the joint application for arbitration of a controversy between the Welch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and cover cutters. (18)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 18 cents per 12 pairs shall be paid by the Welch Shoe Company at Lynn for cutting three-quarter covers, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BROPHY BROTHERS SHOE COMPANY — LYNN.

The following decision was rendered on March 24: —

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and its employees. (20)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Brophy Brothers Shoe Company at Lynn for the work as there performed: —

	Per 36 Pairs.
Skiving backstay with pointed top, for whole-quarter shoe . . .	\$0 90
Pressing backstay with pointed top, for whole-quarter shoe . . .	33

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LYNCH SHOE COMPANY — LYNN.

The following decision was rendered on March 24: —

In the matter of the joint application for arbitration of a controversy between the Lynch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (21)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.44 per 36 pairs shall

be paid by the Lynch Shoe Company at Lynn for pressing quarters, pattern No. 507, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

POOLE & JOHNSTON — BROCKTON.

On March 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, shoe manufacturers of Brockton, and edgemakers.
(22)

This application submits a controversy arising over the discharge of an edgemaker by the employers, Poole & Johnston of Brockton.

Having considered said application, heard the parties by their duly authorized representatives, and considered the report of the expert assistant nominated by the employees (the employers waiving the right to nominate an expert), the Board finds that the employers under the existing conditions were within their rights in discharging the employee in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.

On April 13 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (26)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 4½ cents per pair shall be paid by the Bresnahan-MacLaughlin Shoe Company at Lynn for stitching Colonial pumps, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

HOAG & WALDEN, INC. — LYNN.

On April 13 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Hoag & Walden, Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and perforators. (27)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 40 cents per 36 pairs shall be paid by Hoag & Walden, Inc., at Lynn for perforating pointed ball straps where punch is reversed and double-punch perforation is made.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

MITCHELL-CAUNT COMPANY — LYNN.

On April 13 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (24)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that there is no established price in the factory of Mitchell-Caunt Company at Lynn for the operation of stitching cut-outs described in the application, as the work is there performed.

In the matter of the joint application for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and binders. (28)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that $4\frac{3}{4}$ cents per pair shall be paid by Mitchell-Caunt Company at Lynn for binding two-strap pump, flat.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

RICE & HUTCHINS, INC. — MARLBOROUGH.

On April 13 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer, and employees in its Curtis Factory at Marlborough. (41)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be a general reduction of 10 per cent in the prices paid by Rice & Hutchins, Inc., to its employees in the Curtis Factory at Marlborough.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

JOHN R. DONOVAN COMPANY — LYNN.

The following decision was rendered on April 15:—

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (34)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by John R. Donovan Company at Lynn for the work as there performed:—

Pattern No. 9555:		Per 36 Pairs.
Stitching straps on quarters		\$0 72
Vamping straps		72
Matching rights and lefts, on each part		06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

P. J. HARNEY SHOE COMPANY — LYNN.

The following decision was rendered on April 15: —

In the matter of joint applications for arbitration of a controversy between the P. J. Harney Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and its vamps and stitchers. (35, 36)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the P. J. Harney Shoe Company at Lynn for the work as there performed: —

Vamping, pattern 1SA:	Per 36 Pairs.
One row, single-needle machine	\$0 99
Two rows, spaced	1 05
Stitching quarters on tongues:	
First row	72
Second row	36
Stitching insert on oxford	Per pair, \$0.06.

By agreement of the parties this decision shall take effect as of the date of the beginning of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CUSHMAN & HÉBERT, INC. — HAVERHILL.

The following decision was rendered on April 15: —

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, Inc., shoe manufacturer of Haverhill, and employees in the stitching department. (32)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Cushman & Hébert, Inc., to its employees at Haverhill for the work as there performed: —

Pattern No. 662:	
Skiving:	Per 12 Pairs.
Quarters	\$0 09
Straps	15
Vamps	05
Nu Buck, ooze and suède; each part, extra	01

Pattern No. 662 — *Con.*

Pressing by machine:		Per 12 Pairs.
Quarters		\$0 20
Straps		24
Vamps		10
Nu Buck, ooze and suède; extra		01
Perforating:		
Quarters		14
Straps		20
Vamps		08
Fancy stitching, single-needle machine:		
Quarters		20
Straps		24
Straps on quarters		36
Vamping		27
Vamping, second row, single-needle machine		18
Cementing quarters by machine		04

Pattern No. 663, Aero pump:

Skiving:		
Saddle		05
Vamps		035
Quarters		05
Pressing saddle		09

Pattern No. 578:

Fancy stitching, single-needle machine:		
Foxings, two rows, held on		375
Wing tips, two rows, held on		40

Pattern No. 645:

Fancy stitching:		
Saddle, single-needle machine		60
Saddle, double-needle machine		40
Foxings, two rows, single-needle machine		375

Theo tie:

Pressing by machine:		
Quarters		18
Anklelets		20
Pointed vamps		10
Fancy stitching:		
Three tear-drop cut-outs		67
Two tear-drop cut-outs		45
Vamping		27
Top stitching		36

Stapling by machine:

Boots		05
Oxfords		04

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

UNITED STATES LEATHER COMPANY — BOSTON.

On April 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the United States Leather Company of Boston and leather-handlers.
(45)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 10 per cent in the wages paid by the United States Leather Company in Boston to leather-handlers in its employ.

By agreement of the parties this decision shall take effect as of April 11, 1921.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BARTLETT, SOMERS COMPANY — LYNN.

The following decision was rendered on April 29: —

In the matter of the joint application for arbitration of a controversy between Bartlett, Somers Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stampers. (33)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the following prices shall be paid by Bartlett, Somers Company at Lynn for the work as there performed: —

Stamping outsides with regular lining-marking machine:	Per 36 Pairs.
Two pieces to a pair	\$0 03
Four pieces to a pair	06

By agreement of the parties this decision shall take effect as of the date upon which the list was presented to the Lynn Shoe Manufacturers' Association, Inc.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

THE G. W. HERRICK SHOE COMPANY — LYNN.

The following decision was rendered on April 29: —

In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vamp pressers. (37)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that vamp pattern No. 174 in the factory of The G. W. Herrick Shoe Company at Lynn shall be classified as having a round throat.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LYNN SHOE MANUFACTURERS' ASSOCIATION MEMBERS — LYNN.

The following decisions were rendered on April 29: —

In the matter of the joint application for arbitration of a controversy between the members of the Lynn Shoe Manufacturers' Association, Inc., and finishers. (44)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the price paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for cutting and wheeling moulded shanks shall be the same as the price paid for "fancy cutting and wheeling."

By agreement of the parties this decision shall take effect as of the date of filing the case with the Lynn adjustment committee.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and finishers. (50)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that no extra compensation shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for finishing velvet bottoms with a bleach finish, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

EASTERN MASSACHUSETTS STREET RAILWAY COMPANY.

On May 14 the following decision was rendered:

In the matter of the joint application for arbitration of a controversy between the Eastern Massachusetts Street Railway Company and its employees, members of the Amalgamated Association of Street and Electric Railway Employees of America and its several divisions, numbered 174, 235, 238, 240, 243, 246, 249, 253, 261, 270, 280, 373, 473, 503, 551. (59)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence presented, the Board makes the following report and findings.

The issues submitted are twelve in number, the first two being questions of wages; the remaining issues relate to working rules and conditions, involving in some instances both hours and compensation. The trustees seek to reduce the wages of their employees approximately 17.7 per cent, which, if granted, would bring the wages back to the level existing previous to the arbitration award of 1920, and also oppose any increase in the differential of 5 cents per hour paid to operators of the one-man cars. They further seek to exclude from the new agreement to be entered into with their employees and to be effective from May 2, 1921, to May 1, 1922, both inclusive, the working rules and conditions hereinafter specified. The employees seek to retain the present rate of wages, to increase the differential paid to operators of the one-man cars and to retain such working rules and conditions.

The specific issues presented are as follows: —

1. Shall basic wages be reduced to the scale in effect April 30, 1920?
2. Shall there be any change in the differential paid to men while operating one-man cars?
3. Shall seniority be abolished?
 - (a) In shops.
 - (b) In car houses.
 - (c) In track department.
 - (d) In power plants.
 - (e) In the line department.
4. In the case of a curtailment of force, shall employees hold their seniority rights for a period of six months, so that in case of increase in force they shall be returned to the service in accordance with such seniority before any new men are hired?
5. Shall the computation of time for runs of conductors and motormen be changed from computation to fifteen-minute and half-hour periods to computation to ten-minute periods?
6. Shall relief for thirty minutes or less be paid for?
7. Shall employees in mechanical and miscellaneous departments be allowed ten minutes under pay to wash up?
8. Shall men in the mechanical and miscellaneous departments who work eight hours on Sundays and holidays and nine on week days be paid nine hours' pay for the eight hours' work on Sundays and holidays?

9. Shall employees be paid at the rate of time and a half for work done on Sundays and holidays?
 - (a) In shops.
 - (b) In car houses.
 - (c) In track department.
 - (d) In power plants.
 - (e) In the line department.
10. Shall employees in the mechanical and miscellaneous departments when doing overtime work be paid compensation in addition to their regular hourly rate?
11. Shall employees in the rolling-stock shops be allowed Saturday half holiday with pay?
12. Shall it be provided that regular employees of the mechanical and miscellaneous departments, who have worked one continuous year or two consecutive full track seasons, shall not have their wages reduced by reason of occasional rainy or inclement weather?

The company now operates approximately 680 miles of track, and of the 2,400 employees, about 1,860 are to be affected by the award. The territory served includes a greater part of the eastern portion of the State, exclusive of the city of Boston, and affords a means of transportation to many of the largest manufacturing centers of the Commonwealth.

The company is operated under what is commonly called the public-control act, chapter 188 of the Special Acts of 1918, by a board of five trustees appointed by the Governor, the trustees assuming office June 1, 1919; the operation being upon the basis of what is commonly known as the "service-at-cost" plan, which, briefly stated, is that the trustees shall have the duty and authority to establish fares sufficient to meet the cost of service, the items of which are enumerated by the statute and are, briefly: maintenance, operating expenses, taxes, rentals, interest, dividends, depreciation and losses, and other lawful expenses. The capitalization of the company is limited to the valuation ascertained and approved by the then Public Service Commission, now the Department of Public Utilities, the interest and dividends issued on such capitalization not to exceed 6 per cent.

The trustees, in presenting their case, claimed it was necessary, in order to prevent a further discontinuance of mileage (about 187 miles having been discontinued since September, 1917, in part by the receiver and in part by them) and maintain service, to install the one-man car, these cars being first introduced on this system in April, 1920. At the present time about 90 per cent of the car mileage is so operated, and they also found it necessary at various times to increase fares. Mr. Loring, chairman of the board of trustees, further testified that the trustees were of the opinion that, generally speaking, the limit of fare increase as an income-producing factor had been reached and, in some instances, perhaps over-reached. Evidence was also offered that even with the increased fares the trustees had been unable to meet maturing bonds and also the interest due on the company's obligations. The unpaid interest on May 1, 1921, amounted to \$1,017,869.32. It further appeared that of the funded

securities amounting to \$16,797,500, \$8,978,500 are held by savings banks, \$3,698,000 by life insurance companies and \$4,121,000 by other institutions and trustees; thus indicating to some extent what, in addition to the vital question of furnishing transportation, the successful operation of this company means to the welfare of the communities served and of the Commonwealth as well.

Hearings on this application began May 5 and extended over a period of four days, detailed evidence being presented by both parties to sustain their respective contentions upon each issue submitted. No attempt is here made to give a summary of the evidence, but the following comprise the most important items: —

- The rate of wages received by the employees prior to and on October 1, 1914, with the various increases granted, including the 20 per cent increase under the award of 1920.
- Recognition by the War Labor Board in 1918 that this class of employees was underpaid.
- Rates of wages paid employees in similar and other employment, both within and without the Commonwealth, together with the character and comparative value of the work performed.
- Reduction in wages and continuation of existing wages in this and other employment.
- The operation of the one-man car and the differential paid throughout the United States to the operators.
- The reasons for and objections to the working rules and conditions, length of time in force, occasion for adoption and results following their application, and to what extent in force elsewhere on systems both within and without the Commonwealth.
- The objections to the seniority rule and the defence thereof.
- The terms of the new agreement, affording redress to an employee unjustly discharged or suspended.
- The approval by the trustees of the principles of seniority.
- The financial condition of the company and the general operation of the road under the service-at-cost plan, including the increases in fares.
- The general depression in business as affecting the income of the company and the contention of the employees that the financial condition of the company should not be considered.
- The decrease in the cost of living and conclusions of experts concerning the force, permanency and weight to be given thereto.

It appears that the increase in wages received by the employees upon this system since October 1, 1914, has exceeded in percentage the increased cost of living during the same period. The Board recognizes that the justification for such increase was not entirely based upon the increased cost of living. It is generally recognized, however, that such increase has been the controlling factor in justifying the increase in wages of the employees during this period, and further, that there has been a substantial decrease in the cost of living, the official report of the Massachusetts Commission on the Necessaries of Life, covering the period to May 1, determining such decrease from the peak reached in July, 1920, to be 18.8 per cent.

After an examination and consideration of the evidence, including the

exhibits, twenty-eight in number, together with the able arguments of counsel, the Board determines that a reduction in wage is warranted at the present time.

The Board finds sufficient reason for including in the new agreement certain of the working rules and conditions as submitted, but as to the remainder, whatever reason there may have been for their adoption, the Board finds no sufficient justification to warrant their continuance.

The Board, in answer to the specific issues presented, makes the following award: —

1. That there shall be a reduction in the basic wage now in force of $12\frac{1}{2}$ per cent.
Where this reduction when applied to the hourly wage results in a fractional part of a cent, a fraction of 5 mills or less shall be paid as half a cent; fractions over 5 mills shall be paid as 1 cent.
2. That there shall be no change in the differential of 5 cents per hour paid to operators of the one-man car.
3. Yes, in all classes specified.
4. No.
5. No.
6. Yes.
7. No.
8. No.
9. No, in all classes specified.
10. Yes, at the present rate of time and a half.
11. No.
12. No.

Under the articles of the submission it is specified that if the parties are unable to agree upon the wording of the sections of the new agreement relating to the subject-matters submitted to arbitration, the wording shall be left to the Board. It is further agreed that this award shall be effective from May 2, 1921, until May 1, 1922, both inclusive.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

GEORGE E. KEITH COMPANY — BROCKTON.

On May 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampers.
(38)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices

shall be paid by George E. Keith Company at Brockton for the work as there performed: —

Vamping Trix oxford:

Per 24 Pairs.

Single-needle machine, two rows; extra over circular-oxford price . \$0 09

Double-needle machine, two rows; extra over circular-oxford price . 07

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

C. S. MARSHALL COMPANY — BROCKTON.

On May 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampers.
(29)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by C. S. Marshall Company at Brockton for the work as there performed: —

Vamping Boston lace oxford:

Regular stock:

Per 24 Pairs.

One-needle machine, two rows \$1 65

Two-needle machine, two rows, close 1 40

Extra row, one-needle machine 36

Second operation on two-needle machine; work not performed.

Cordovan stock:

One-needle machine, two rows 1 737

Two-needle machine, two rows, close 1 487

Extra row, one-needle machine 36

Second operation on two-needle machine; work not performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

STACY-ADAMS COMPANY — BROCKTON.

On May 16 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and vamps.
(39)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 90 cents per 24 pairs shall be paid by Stacy-Adams Company at Brockton for vamping No. 50½ oxford (single-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEONARD & BARROWS — MIDDLEBOROUGH.

On May 31 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturer of Middleborough, and employees.
(31)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards the following prices and conditions in the factory of Leonard & Barrows at Middleborough for the work as there performed on shoes cut from snuffed Russia sides (the conditions in the cutting department to be those which prevail in the Brockton district): —

CLASSIFICATION OF LEATHERS.

Cutting whole shoes by hand:

Class 1:

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo.

Class 2:

Full-grain Russia calf and Russia sides, black and colored Cordovan, ooze calf (whole shoes), Nu Buck sides (whole shoes), black vici.

Cutting whole shoes by hand — *Con.*

Class 3:

Gun metal, box calf and sides, colored snuffed sides, oil grain leather, colored patent leather.

Class 4:

Patent leathers (except colored patent): patent colt, patent cowhide, enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting whole shoes by machine:

Class 1:

Colors: colored kid, colored kangaroo, colored genuine buck (whole shoes).
Balance: black glazed kangaroo.

Class 2:

Colors: colored full-grain Russia calf and Russia sides, colored Cordovan, colored ooze calf (whole shoes), colored Nu Buck (whole shoes).
Balance: black Cordovan, black ooze calf (whole shoes), black Nu Buck sides (whole shoes), black vici kid, black patent vici kid, black elk.

Class 3:

Colors: painted colored snuffed sides or calf (boarded or smooth), colored patent leather, colored oil grain.
Balance: gun metal, box calf and sides, black oil grain.

Class 4:

Patent colt, patent cowhide (except colored patent leather), enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting tops, by hand or machines:

Class 1:

Colored kid.

Class 2:

Black kid, mat kid, mat calf, Russia calf, glazed kangaroo, mat kangaroo, boarded Russia, box calf, ooze calf, Nu Buck.

Class 3:

Side leathers, cloth tops.

VALUES.

Whole-shoe cutting:

By hand:

	Per Point.
Class 1	\$0 01056
Class 2	00935
Class 3	0088
Class 4	00792
Class 5	00704

By machine:

Class 1:

Colors	00828
Balance	00771

Class 2:

Colors	00736
Balance	0069

Class 3:

Colors	0069
Balance	0064

Class 4

Class 5

00575
00517

Top-cutting:

By hand:

Per Point.

Class 1	.	.	.	.	.	.	.	.	.	\$0 009
Class 2	.	.	.	.	.	.	.	.	.	00804
Class 3	.	.	.	.	.	.	.	.	.	00696

By machine:

Class 1	.	.	.	.	.	.	.	.	.	00656
Class 2	.	.	.	.	.	.	.	.	.	00586
Class 3	.	.	.	.	.	.	.	.	.	00507

Cutting on block; no change:

Per Week of 48 Hours.

First 4 months	.	.	.	.	.	.	.	.	.	\$12 00
Second 4 months	.	.	.	.	.	.	.	.	.	15 36
Third 4 months	.	.	.	.	.	.	.	.	.	18 24
Thereafter	.	.	.	.	.	.	.	.	.	19 50

Skiving; no change:

Vamps, tips and tops	.	.	.	.	.	.	.	.	.	28 20
Outside stays and tongues	.	.	.	.	.	.	.	.	.	23 50
Inside leather linings	.	.	.	.	.	.	.	.	.	20 00

Cloth-lining cutting no change 38 20

Leather-lining cutting (by hand) no change 22 00

Trimming-cutting (by hand) no change 20 40

Rogers tip-marking no change 18 00

Tip-perforating no change 18 00

Putting up work no change 16 50

Lasting room:

Per 12 Pairs.

Insole-tacking	.	.	.	.	.	.	.	.	.	\$0 046
Assembling	.	.	.	.	.	.	.	.	.	13
Operating pulling-over machine	.	.	.	.	.	.	.	.	.	18
Operating No. 5 or No. 7 bed machine (heel and toe)	.	.	.	.	.	.	.	.	.	50
Side-lasting by hand	.	.	.	.	.	.	.	.	.	31
Trimming uppers	.	.	.	.	.	.	.	.	.	0217

Day work (48 hours per week); no change:

Pounding, \$25 per week.

Crowning, \$30.25 per week.

Bottoming room:

Welting	.	.	.	.	.	.	.	.	.	24
Tacking butts and tacking shanks	.	.	.	.	.	.	.	.	.	0325
Beating welts	.	.	.	.	.	.	.	.	.	03
Cementing outsoles	.	.	.	.	.	.	.	.	.	0145
Filling bottoms	.	.	.	.	.	.	.	.	.	035
Cementing bottoms	.	.	.	.	.	.	.	.	.	0145
Sole-laying	.	.	.	.	.	.	.	.	.	055
Nailing heelseats	.	.	.	.	.	.	.	.	.	0325
Roughrounding	.	.	.	.	.	.	.	.	.	125
Turning channels	.	.	.	.	.	.	.	.	.	0225
Rounding heelseats	.	.	.	.	.	.	.	.	.	0225
Goodyear stitching, ribbon stitch	.	.	.	.	.	.	.	.	.	30
Cementing channels	.	.	.	.	.	.	.	.	.	0145
Laying channels	.	.	.	.	.	.	.	.	.	0145
Leveling	.	.	.	.	.	.	.	.	.	055
Stapling	.	.	.	.	.	.	.	.	.	035
Pulling tacks	.	.	.	.	.	.	.	.	.	065
Trimming inseams	.	.	.	.	.	.	.	.	.	045
Butting and removing insole tacks	.	.	.	.	.	.	.	.	.	07

Day work; no change in the prices now paid.

Stitching room:		Per 12 Pairs.
Stamping linings		\$0 013
Folding, Glass machine:		
Bal.		05
Circular-seam oxford		05
Folding, Booth machine, whole-quarter bal.		045
Closing tops:		
Seamless bal.		023
Whole-quarter bal.		033
Rubbing tops		013
Stitching top-facing		03
Fitting bal.		12
Laying in oxford		03
Cementing hook-stay		033
Undertrimming:		
Bal.		12
Circular-seam oxford, held on		16
Stitching backstay (B)		08
Eyeletting (invisible eyelets):		
Oxford		04
Bal. to top		06
Trimming bal. top.		0225
Doubling, circular-seam vamp		033
Closing vamp or foxing		033
Staying:		
Vamp or foxing		04
Bal. seamless top		045
Whole-quarter bal.		05
Vamping:		
Seamless bal. (B)		35
Seamless bal. (CB)		42
Whole-quarter bal. (C)		40
Foxed bal. (1939) (C)		40
Foxed bal. (1940) (C)		35
Circular-seam oxford:		
7000 (C)		34
7000 (B)		27
7020 (C)		42
Foxed lace oxford (7012) (D)		45
Closing toe seams		045
Lacing, invisible eyelets		0325
Edgemaking room:		
Heeling, rubber base attached		12
Heel-shaving, rubber heels		08
Heel-breasting		0425
Edgetrimming		28
Knifing		06
Edgesetting, two settings		28
Finishing room:		
Scouring rubber heels		09
Heels and rands		0145
Blacking and gumming		0217
Scouring bottoms		09
Gumming bottoms		02
Painting bottoms and heel-breasts		0652
Waxing painted bottoms		05

Finishing room — <i>Con.</i>		Per 12 Pairs.
Burnishing heel edges, Expedite machine		\$0 08
Polishing painted bottoms		08
Pulling lasts		05
Stamping bottoms		02
Treeing and packing room:		
Treeing, Russia sides		36
Lacing and inserting heel-pads		05
Rolling and brushing edges and uppers		045
Day work; no change in the prices now paid.		

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BARTLETT, SOMERS COMPANY — LYNN.

On June 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Bartlett, Somers Company, member of the Lynn Shoe Manufacturers' Association, Inc., and cutters. (53)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 9¼ cents per pair shall be paid by Bartlett, Somers Company at Lynn for cutting pattern No. 117 (blucher cut and pricking vamps).

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

P. J. HARNEY SHOE COMPANY — LYNN.

On June 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between P. J. Harney Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (57)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$1.80 per 36 pairs shall be paid by P. J. Harney Shoe Company at Lynn for stitching one-strap pump No. 23A, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

On June 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (58)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$1.89 per 36 pairs shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for stitching one-strap pump No. 04822.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.

On June 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Allen-Goller-Leighton Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (63)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 3½ cents per pair shall be paid by Allen-Goller-Leighton Company at Lynn for stitching Colonial pumps, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

STACY-ADAMS COMPANY — BROCKTON.

On June 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (42)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton for the work as there performed: —

Black or tan kid or kangaroo:		Per 24 Pairs.
Cleaned, ironed and one coat of dressing applied . . .	no change	\$1 016
Extra coat of dressing, including extra jacking . . .		20

By the Board,

EDWARD FISHER, *Chairman*.

WALL, DOYLE & DALY, INC. — BROCKTON.

The following decision was rendered on June 2: —

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and treers.
(43)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 89 cents per 24 pairs shall be paid by Wall, Doyle & Daly, Inc., at Brockton for treeing vici kid (cleaned, ironed and one coat of dressing applied), as the work is there performed.

By the Board,

EDWARD FISHER, *Chairman*.

A. J. BATES COMPANY — WEBSTER.

The following decision was rendered on June 6: —

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and employees.
(40)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be a general reduction of 10 per cent in the prices paid by A. J. Bates Company to its employees at Webster.

By the Board,

EDWARD FISHER, *Chairman*.

ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.

On June 9 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Allen-Goller-Leighton Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (86)

This application relates to the discharge of an employee in the stitching department of Allen-Goller-Leighton Company at Lynn.

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that Allen-Goller-Leighton Company was within its rights in discharging the employee in question.

By the Board,

EDWARD FISHER, *Chairman.*

BACON-ROLLINS COMPANY — LYNN.

The following decision was rendered on June 9:—

In the matter of the joint applications for arbitration of controversies between Bacon-Rollins Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers, etc. (64-66)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Bacon-Rollins Company at Lynn for the work as there performed:—

	Per 36 Pairs.
Perforating quarter and vamp line on one-strap shoe	\$0 69
Skiving one-strap shoe, from heel seam to top of strap	14
Stitching second row on one-strap shoe	72

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

CENTRAL SHOE COMPANY — LYNN.

On June 9 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Central Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (67)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 90 cents per 36 pairs

shall be paid by the Central Shoe Company at Lynn for stitching second row on one-strap shoe, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

CUSHING SHOE COMPANY — LYNN.

On June 9 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and skivers. (68)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 99 cents per 36 pairs shall be paid by the Cushing Shoe Company at Lynn for skiving the collar on a two-strap shoe, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (79)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.29 per 36 pairs shall be paid by the Cushing Shoe Company at Lynn for pressing shoes, pattern No. 1022, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

RICE & HUTCHINS, INC. — MARLBOROUGH.

The following decision was rendered on June 16: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and employees in the Curtis Factory. (56)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to its employees at Marlborough in the Curtis Factory for the work as there performed:—

LITTLE GENTS' SHOES.		Per 12 Pairs.
Tip stitching		\$0 04½
Vamping:		
Bal., two-needle machine, close rows		32½
Whole-quarter bal., two rows spread, and brace		30
Bal., single-needle machine, two rows		43½
Assembling:		
Green-tag grade		14½
Pink- and yellow-tag grades		12½
Pulling-over:		
Black shoes:		
Green-tag grade		15½
Pink- and yellow-tag grades		14½
Russet shoes	extra	01
Operating No. 5 machine:		
Black shoes, low toes:		
Green-tag grade		33½
Pink- and yellow-tag grades		31½
Russet shoes, low toes:		
Green-tag grade		37
Pink- and yellow-tag grades		35
Side lasting:		
Consolidated hand-method machine		14½
Staple machine		16½
Heeling:		
Model B machine		11½
Three surface nails		04½
Bases		07½
Heel-breasting		03½
Scouring heels		07
Scouring top-lifts		03½
Samples	One and one-half price.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

RIALTO SHOE COMPANY—LYNN.

On June 27 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (25)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.08 per 36 pairs shall be paid by the Rialto Shoe Company at Lynn for vamping collar boot, space work, on two-needle machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.

On June 27 the following decision was rendered:—

In the matter of the joint applications for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (75-78)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for the work as there performed:—

Stitching Claudia pump:	Per 36 Pairs.
Insert	\$1 62
Second row on vamp and insert	36
Second row on top and foxing (including pulling ends)	1 11
Stitching second row on Floretta tongues	36

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

MITCHELL-CAUNT COMPANY — LYNN.

On June 27 the following decision was rendered:—

In the matter of the joint applications for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (80-81)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Mitchell-Caunt Company at Lynn for the work as there performed:—

Stitching diamond-shaped cut-outs (without the knife, died out):	
Ten cut-outs	\$0 05
Twelve cut-outs	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

WATSON SHOE COMPANY — LYNN.

On June 27 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and perforators. (69)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.50 per 36 pairs shall be paid by the Watson Shoe Company at Lynn for perforating Omar shoe (No. 50-24), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,
EDWARD FISHER, *Chairman.*

BROPHY BROTHERS SHOE COMPANY — LYNN.

On June 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and Fair-stitchers. (73)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 20 cents per 12 pairs shall be paid by Brophy Brothers Shoe Company at Lynn for Fair-stitching (eleven stitches or more to the inch).

By agreement of the parties this decision shall take effect as of the date when the case was "listed with the manufacturers' association for adjustment."

By the Board,
EDWARD FISHER, *Chairman.*

GREGORY & READ COMPANY — LYNN.

On June 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and finishers. (74)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards, in the factory of Gregory

& Read Company at Lynn, that the two pairs of damaged shoes in question shall not be charged to the leveler; and that there shall be no change in the method of buffing the shanks and heels of soles for wood-heel shoes.

By the Board,

EDWARD FISHER, *Chairman.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 5 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and skivers (stay department).
(54)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton for skiving in the stay department, as the work is there performed: —

Skiving, Pluma or Fortuna machine:

End of No. 224 blucher facing:	Per 24 Pairs.
Pieced	\$0 019
Whole	02 $\frac{1}{4}$
Split outside backstays, Nos. 7, 10, 11 or 13	01 $\frac{1}{2}$
Bottom end of No. 7 outside backstay	01
No. 1 outside backstay, plain	02 $\frac{1}{2}$
Split outside backstays Nos. 1 and 4, plain	02
Bottom and top ends of No. 4 outside backstay,	02

By the Board,

EDWARD FISHER, *Chairman.*

DIAMOND SHOE COMPANY — BROCKTON.

On July 5 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and lasters in Factory C.
(55)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that there shall be no change in the prices paid by the Diamond Shoe Company in Factory C at Brockton for lasting shoes of the brown-tag and blue-tag grades, as follows:—

	Per 24 Pairs.
Assembling by hand, vulco box	\$0 433
Pulling-over by machine, vulco box	402
Operating No. 5 machine:	
Black leather	1 012
Colored leather	1 0678
Patent leather	1 267
Extras	No change.

By the Board,

EDWARD FISHER, *Chairman.*

MARLBOROUGH SHOE COMPANY—MARLBOROUGH.

On July 9 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and employees. (98)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed:—

McKAY WORK.

Edgetrimming, including randing, wetting and boning:	Per 12 Pairs.
Single soles	\$0 30
Slip taps, not Fair-stitched	30
Slip taps, Fair-stitched	33
Heel-scouring, Cuban heels:	
First scouring, one paper	07½
Second scouring, one paper	05½
Heel-rolling, Louis heels	04½

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.

On July 18 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and wood-heelers. (99)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that no extra price shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for putting on and finishing celluloid heels under the "new system of attaching wood heels."

By the Board,

EDWARD FISHER, *Chairman.*

MITCHELL-CAUNT COMPANY — LYNN.

The following decision was rendered on July 18: —

In the matter of the joint application for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (95)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 4 cents extra per 12 pairs shall be paid by Mitchell-Caunt Company at Lynn for ironing and dressing blue-kid pumps with white-kid inserts, or tan-kid pumps with ooze inserts, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date on which the case was "filed with the adjustment board."

By the Board,

EDWARD FISHER, *Chairman.*

LUKE W. REYNOLDS COMPANY — BROCKTON.

On July 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and skivers. (62)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company at Brockton for the work as there performed: —

Skiving:	Per 48 Hours.
Vamps, tops or tips	\$31 20
Outside backstays, outside trimmings or foxings	26 50
Inside trimmings, leather linings, tongues, etc.	22 00

By the Board,
EDWARD FISHER, *Chairman.*

DONOVAN'S SONS COMPANY — LYNN.

On July 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Donovan's Sons Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vamps. (100)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 18 cents per 36 pairs shall be paid by Donovan's Sons Company at Lynn for vamping one seam on the side of a pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,
EDWARD FISHER, *Chairman.*

CHARLES O. TIMSON SHOE COMPANY — LYNN.

On July 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Charles O. Timson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vamps. (101)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 36 cents per 36 pairs shall be paid by Charles O. Timson Shoe Company at Lynn for vamping the Sabot pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,
EDWARD FISHER, *Chairman.*

WELCH SHOE COMPANY — LYNN.

On July 26 the following decision was rendered:—

In the matter of the joint applications for arbitration of a controversy between the Welch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (102, 103)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Welch Shoe Company at Lynn for the work as there performed:—

Stitching golf oxford, pattern No. 66:

Foxing, per 36 pairs	\$0 54
Saddle strap, per pair	05½

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

STROUT, STRITTER & CO. — LYNN.

The following decision was rendered on July 26:—

In the matter of the joint applications for arbitration of a controversy between Strout, Stritter & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and employees. (104-106)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Strout, Stritter & Co. at Lynn for the work as there performed:—

One-strap shoe:	Per 36 Pairs.
Perforating foxing	\$0 28½
Pressing foxing	36
Skiving foxing	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

TRAVERS SHOE COMPANY — LYNN.

On July 26 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between the Travers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers, etc. (108, 109)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Travers Shoe Company at Lynn for the work as there performed: —

Three-strap shoe, pattern No. 635:	Per 36 Pairs.
Pressing quarters; top, front and vamp line	\$0 83
Skiving quarters	33

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

WATSON SHOE COMPANY — LYNN.

On July 28 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Watson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and finishers. (94)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the fluid known as "Big B stain" in the finishing department of the Watson Shoe Company at Lynn is a paint.

By agreement of the parties this decision shall take effect as of May 14, 1921.

By the Board,

EDWARD FISHER, *Chairman.*

DIAMOND SHOE COMPANY — BROCKTON.

On August 2 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Diamond Shoe Company, of Brockton, and vamps. (60)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the Diamond Shoe Company at Brockton shall pay 70 cents per 24 pairs for vamping pattern No. 569 (single-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of this pattern.

By the Board,

EDWARD FISHER, *Chairman*.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

The following decisions were rendered on August 2: —

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and vampers. (61)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that Thompson Brothers Shoe Company at Brockton shall pay \$0.835 per 24 pairs for vamping women's shoes, pattern No. 532 (single-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and vampers. (72)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Thompson Brothers Shoe Company at Brockton for vamping men's shoes, circular patterns Nos. 162 and 550, namely, \$0.1452 per 24 pairs more than the price for regular circular work; and that there shall be no extra paid for vamping pattern No. 163, as the work is there performed.

By the Board,

EDWARD FISHER, *Chairman*.

CHURCHILL & ALDEN COMPANY — BROCKTON.

The following decision was rendered on August 2: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, of Brockton, and heelers. (87)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Churchill & Alden Company to its employees at Brockton for the work as there performed: —

		WOMEN'S SHOES.	Per 24 Pairs.
Heeling:			
	Regular work with top lift	. . . . . no change	\$0 2913
	Bases for rubber heels	. . . . . no change	2513
Slugging:			
	One row . . . . .	. . . . . no change	17
	Over one row . . . . .	. . . . . no change	255
	Three slugs . . . . .	. . . . .	11
Shaving:			
	Regular work with leather top:		
	10/8 and under	. . . . . no change	19
	11/8 and 12/8 . . . . .	. . . . .	2178
	Over 12/8 . . . . .	. . . . .	24
	Whole or half rubber heels:		
	10/8 and under	. . . . .	23
	11/8 and 12/8 . . . . .	. . . . .	2578
Breasting heels:			
	12/8 and under	. . . . . no change	11
	Over 12/8 . . . . .	. . . . .	12
Orthopedic heels; samples and single pairs on each of the above operations		. . . . . Price and one-half.	

By the Board,

EDWARD FISHER, *Chairman.*

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

On August 4 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and stitchers. (91)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company to its employees at Marlborough for the work as there performed: —

STITCHING ROOM.

Machine pressing (not including cementing):		Per 12 Pairs.
Three-quarter vamps and foxings	no change	\$0 08
Circular vamps		06
Plain circular foxings	no change	04½
Polish top and lace:		
Square corners		11
Round corners		14
Wave tops		15
Straight tips		03½
Tips, Booth machine	no change	02
Straight oxfords, top and lace, round corners		09½
High-back foxings		06½
Lining making:		
Oxfords, back seam		03
Oxfords, vamps		08
Closing top facings		02
Closing side facings		04
Closing toes and stitching tongues:		
Oxfords		07
Boots		07
Top facings on wave tops (02942-1)	no change	06
Side facings on wave tops	no change	11½
Staying:		
Boot tops	no change	05½
Whole quarters	no change	07
Undertrimming (top stitching):		
Polish pressed tops, held on	no change	24
Oxfords, plain		20
Wave-top boots, extra	no change	02
Pattern 02972-3		30
Fancy stitching:		
Circular foxings, held on	no change	18
Imitation circular foxings, Style X-S	no change	12
High-back foxings, held on, two close rows		22
High-back foxings, imitation, Style X-D, two space rows		15
No. 10 saddle straps, held on		25
No. 11 saddle straps, held on		22
Imitation No. 10 saddle straps		16½
Imitation No. 11 saddle straps		16½
Style X-R oxfords	no change	12
Style X-K, tops, one row	no change	12
Style X-K, facings, two-needle machine	no change	12
Eyeletting:		
Duplex machine:		
Polish boots, 17, 18, 19 or 20 eyelets	no change	08
Oxfords, five or six eyelets	no change	04½
Peerless machine:		
Polish boots, 17, 18, 19, or 20 eyelets	no change	08½
Oxfords, five or six eyelets		05
Blind eyelets, extra, boots	no change	01
Blind eyelets, extra, oxfords	no change	00½

By agreement of the parties this decision shall take effect as of the date of beginning the trial prices.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and stitchers. (110)

Having considered said application, hearing having been waived by the parties, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Marlborough Shoe Company to its employees at Marlborough for the work as there performed:—

Stitching backstays:		Per 12 Pairs.
Boots, Nos. 15 and 18		\$0 15
Boots, long backstays (whole quarter)		20
Marking:		
Lace row:		
Style T		06½
Style X	no change	05
Style X-M	no change	05
Style X-J	no change	05
Style Z		06½
Style X-B	no change	06
Style X, oxfords	no change	04
Style Z, oxfords		05½
Saddle straps:		
No. 10		04½
No. 11		04
Imitation circular foxings, style X-S	no change	04
Imitation high-back foxings, style X-D	no change	04½
Imitation wing tip, No. 6		04
Pricking holes, extra per hole	no change	01
Doubling:		
L. V. L. vamps, doublers		04
Vamp linings, short		03
Throat stays	no change	02
Boot tops		04
Oxford tops		03½
Saddles	no change	04
Ensign lacing:		
Oxfords or boots		03½

By agreement of the parties this decision shall take effect as of the date of beginning the trial prices.

By the Board,
EDWARD FISHER, *Chairman.*

CHARLES A. EATON COMPANY — BROCKTON.

On August 9 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, of Brockton, and pinkers. (85)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Charles A. Eaton Company to its employees at Brockton for the work as there performed:—

Pinking:	Per 24 Pairs.
Wing tips	\$0 18
Wing tips, pointed	20
Vamps, long or short	145
Foxings	145
Brogue foxings	22
Anchor lace stays	22
Straight lace stays	145

By the Board,

EDWARD FISHER, *Chairman*.

**CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY,
CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY
AND GEORGE E. KEITH COMPANY — BROCKTON.**

On August 18 the following decision was rendered:—

In the matter of the joint applications for arbitration of controversies between Churchill & Alden Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, and George E. Keith Company, of Brockton, and edgemakers. (113-117)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversies, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that price and one-half, grade for grade, shall be paid by Churchill & Alden Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company and George E. Keith Company to their employees at Brockton for edgetrimming and edgsetting rolled-edge shoes, including around the heel, after heeling, as the work is there performed.

This decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

On August 18 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and side lasters. (125)

Having considered said application, hearing having been waived by the parties, and investigated the work in question, its character, and the conditions under which it is performed, and considered the reports of expert assistants nominated by the parties, the Board awards that the Marlborough Shoe Company at Marlborough shall pay for side-lasting boots or oxfords as the work is there performed, including spindling, 27 cents per 12 pairs.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and skivers. (126)

Having considered said application, hearing having been waived by the parties, and investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed: —

Skiving Theo ties, regular patterns:		Per 12 Pairs.
Vamps	no change	\$0 05½
Quarters		07

By agreement of the parties the decision on the above items shall take effect as of the date of beginning the work.

Skiving oxfords, top and front (lace)	Per 12 Pairs.
	\$0 05½

By agreement of the parties the decision on the above item shall take effect as of June 18, 1921.

By the Board,
EDWARD FISHER, *Chairman.*

HAZEN B. GOODRICH & CO. — HAVERHILL.

On August 18 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., of Haverhill, and stitchers. (119)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Hazen B. Goodrich & Co. to their employees at Haverhill for the work as there performed: —

French-cord turning:		Per 12 Pairs.
Lorraine one-strap, patterns 618 and 619	. . . . .	\$0 84
Side-seam one-strap, pattern 621	. . . . .	84
Men's one-strap	. . . . .	84
Pep, one-strap	. . . . .	60
Ooze, nubuck or fabrics, except velvet	. . . . . extra	04
Velvet	. . . . . extra	06

By agreement of the parties, this decision shall take effect as of the date of the introduction of piece prices.

By the Board,

EDWARD FISHER, *Chairman.*

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

On August 18 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and edgemakers. (51)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company to its employees at Brockton for the work as there performed: —

		Per 24 Pairs.
Rough trimming, regular work	. . . . .	\$0 3484
Roughing, all around	. . . . .	5227

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and vamps. (93)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company to its employees at Brockton for the work as there performed: —

Vamping women's pumps, pattern No. 541:	Per 24 Pairs.
Single-needle machine, two rows	\$0 831
Holding in center stay	029

By agreement of the parties this decision shall take effect as of the date of the introduction of the work.

By the Board,

EDWARD FISHER, *Chairman*.

A. J. BATES COMPANY — WEBSTER.

On August 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and employees. (124)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by A. J. Bates Company to its lasters at Webster for operating the No. 5 bed lasting machine, as the work is there performed: —

Soft, low toes:	Per 12 Pairs.
Dull leathers	\$0 3834
Colored leather	4432
Patent leather	4671

By the Board,

EDWARD FISHER, *Chairman*.

FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On August 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company, of Brockton, and edgemakers. (112)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Freedman-Powers Shoe Company at Brockton for

edgesetting, two settings; namely, 82 cents per 24 pairs. The Board further determines that the Freedman-Powers Shoe Company was within its rights in the method used in performing the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On August 30 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (52)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., to its employees at Haverhill for the work as there performed:—

CUTTING DEPARTMENT.

	Per Week of 44 Hours.	Per Hour.
Outside cutting or sorting	\$40 92	\$0 93
Cloth-lining cutting:		
By hand	36 52	83
By machine	28 60	65
Leather-trimming cutting (experienced employees)	28 60	65
Block cutting (employees of one year's experience)	28 60	65
Crimping (experienced employees)	22 00	50
Top cutting	34 32	78
Other day work not covered in above prices, 10 per cent reduction.		
Block cutting:		Per 12 Pairs.
Pieced facings		\$0 09
Whole facings		07
Army facings		09
Inside backstays		0325
Large army backstays		04
Combination oxford trimmings		1825
Oxford tongues		0275
Bal. or blucher tongues		0325
Blucher or regular oxford, leather quarter linings:		
Cut from whole stock		22
Cut from pieces		33
Trimming department:		
Sticking and casing pieced facings		0625
Casing whole facings		0225
Casing oxford trimmings and sticking markers on each size		0575

Casing whole shoes, linings and doublers:		Per 12 Pairs.
Blucher or circular vamps		\$0 01 $\frac{1}{4}$
Seamless vamps		01 $\frac{3}{8}$
Blucher quarters		02 $\frac{1}{4}$
Bal., button or straight foxed-blucher tops		01 $\frac{1}{2}$
Oxford leather quarter linings		01 $\frac{1}{2}$
Oxford quarters		02
Foxings		01 $\frac{3}{8}$
Backstays		005
Button flies		0075
Tongues		005
Tips		005 $\frac{5}{8}$
Blucher vamp linings		009
Bal. or button linings		01 $\frac{3}{8}$
Regular oxford vamp linings		01 $\frac{1}{8}$
Blucher quarter linings		01 $\frac{1}{8}$
Horse-butt tops		02 $\frac{3}{4}$
Matchmarking:		
Whole shoes		06
Tops		03
Painting sizes:		
Seamless vamps		005 $\frac{5}{8}$
Blucher vamps		005 $\frac{5}{8}$
Blucher quarters		005 $\frac{5}{8}$
Bal., button or straight foxed-blucher tops		005 $\frac{5}{8}$
Foxings		005
Tips		005
Button flies		005
Cutting cloth or imitation ooze linings, by hand:		
Blucher bal. quarter linings:		
New		05 $\frac{1}{4}$
Old		04 $\frac{1}{2}$
Blucher bal. vamp linings		03 $\frac{1}{4}$
Bal. quarter		04 $\frac{1}{2}$
New pattern bal. quarter, notched		05 $\frac{1}{2}$
Button boot linings		04 $\frac{1}{4}$
Congress linings		07 $\frac{1}{2}$
Congress gores		02 $\frac{1}{4}$
Blucher oxford vamp linings		03 $\frac{1}{4}$
Prince oxford or Southern Congress linings		02 $\frac{1}{2}$
Seamless vamp doublers		04 $\frac{1}{4}$
Oxford or button oxford vamp linings		03
Oxford top or quarter doublers		03
Blucher-oxford top or quarter doublers		03
Bal. top doublers		02 $\frac{1}{2}$
Blucher-bal. top or quarter doublers		03 $\frac{1}{4}$
Button-oxford top or quarter doublers		03
Foxing doublers (out of pieces)		01 $\frac{3}{4}$
Tips or button stays (out of pieces)		01
Blucher bal. vamp doublers		03
Three-quarter-overlap, blucher quarter lining (no holes pierced)		05
Three-quarter-overlap, blucher quarter lining (20 holes pierced in a pair)		10
Blucher tongue linings (out of pieces)		03
Bal. tongue linings (out of pieces)		02 $\frac{1}{4}$
No. 62 button oxford		08

Cutting cloth or imitation ooze linings, by hand — *Con.*

Per 12 Pairs.

No. 54 regular oxford	\$0 06½
No. 72 blucher oxford, pressed, with round corners	07
No. 72 blucher oxford with notches	09
No. 54 regular oxford with notches	08
No. 11 side-seam blucher oxford	09
No. 62 side-seam button oxford	07

Per 12 Pairs.

Black and Vici and
Tan Leather. Horse Butts. Patent.Cutting by hand (by machine, 70 per cent of prices
for hand work):

Vamps:

Johnnie blucher bal.	\$0 275	\$0 295	\$0 26
Circular	24	26	22
Circular, new pattern, square throat	26	28	24
Circular, new pattern, square throat and vamp corner	275	29	
Blucher	275	295	26
Seamless, right and left	33	36	30
Seamless, right and left, new pattern, square throat	34	37	31
Circular waved	24	26	22

Tops:

Bal.	20	23	
Straight foxed blucher	20	23	
Button	22	25	
Congress, front and back	26	28	
Foxed blucher oxford	20	23	175
Foxed oxford	20	23	175
Foxed button oxford:			
Detached fly	20	22	17
Attached fly	24	265	215
Foxed bal.	24	265	

Quarters:

Johnnie blucher	30	325	29
Whole blucher	30	325	29
Blucher oxford	26	28	22
Oxford	24	265	21
Button oxford:			
Detached fly	24	265	21
Attached fly	275	30	245
Golf bal.	30	31	265

Foxings:

Straight	16	16	16
Circular waved	175	175	175
Circular	15	15	15
No. 7	15	15	15

Tips:

Straight	08	08	08
Right and left	085	085	085
Wing	17	17	17
Button flies	07	07	07
Marshall Congress, front and back	32	34	
Two-eyelet Gibson vamp, tongue attached	355	37	325
Gibson quarters	25	27	235

Cutting by hand (by machine, 70 per cent of prices for hand work) — *Con.*

Lace stays (all leathers):		Per 12 Pairs.
No. 12		\$0 20
No. 16		135
No. 20		135
No. 18		10
Backstays (all leathers):		
No. 8		05
No. 5		07
No. 2		05
No. 9		085
Blucher tongues		07
Bal. tongues		05
Oxford tongues		05
Button-fly lining		05
Button-fly lining by machine		04
Heel-stays, by machine		03
Extras:		
Cut as colors, except vici and India		10
Cut as colors, vici and India		13
Horse shanks, extra over vici:		
Vamps		05
Quarters		03½
Tops		03½
Plain-toed vamps, over cut-off vamps (all leathers)		035
Side-pattern vamps (all leathers)		015
Side-pattern tops or quarters (all leathers)		015

STITCHING-ROOM ANNEX.

Perforating:

Ball straps:

No. 7, perforated on both sides	\$0 0625
No. 71:	
Perforated in center	045
Pinked on both sides	09
No. 73, perforated in center	045
No. 74, pinked on both sides	09
No. 75:	
Perforated on both sides	0625
Pinked on both sides	09
No. 8, perforated on both sides:	
No. 1 punch	09
No. 2 punch	10
No. 81:	
Perforated in center	055
Pinked on both sides	115
No. 83, perforated in center,	055
No. 84, pinked on both sides	115
No. 85, perforated on both sides:	
No. 1 punch	09
No. 2 punch,	10
No. 85, pinked on both sides	115

Perforating — <i>Con.</i>		Per 12 Pairs.	
		No. 1 Punch.	No. 2 Punch.
Seamless vamps:			
All around		\$0 055	\$0 0625
One-half around		045	055
Circular vamps:			
Regular		0625	0725
Square throat		0625	0725
Du Barry		0725	08
Square throat and corner of vamp		0725	08
High shoes, lace row and fancy perforated quarters:			Per 12 Pairs.
Bal. top, lace row			\$0 055
Blucher quarter, lace row			0625
Lace row, top punched			0135
Punched quarter and lace row:			
No. 4			09
No. 5			10
No. 6			10
No. 7			08
Punched quarter:			
No. 34			09
No. 52			10
No. 33			18
Punched one-half imitation foxing			06½
Oxfords, lace row and fancy perforated quarters:			
Regular oxford, lace row			045
Blucher oxford, lace row			055
Oxford, lace row and top			11
Punched quarter and lace row:			
No. 5			08
No. 7			07½
Punched quarter:			
No. 34			08
No. 50			09
Straight or circular foxing			0625
Foxing, one-half around top or shank			0625
Pinking or scalloping:			
Seamless vamps, pinked			11
Circular vamps, pinked			09
Foxings, pinked			09
Du Barry vamps, pinked			10
Fine scalloping on above		extra	01
Perforating or pinking samples	Double price.		
Marking for perforations or fancy stitching:			
Punched top and lace row, oxford or high shoe			035
Punched quarter:			
No. 50			035
No. 33			035
No. 52			035
No. 5			035
No. 4			0325
No. 6			035
No. 34			0275
Punched lace row No. 7			0275
Punched imitation foxing			0125
Perforating tips:			
Regular			0125
Scalloped			0175

Perforating tips — <i>Con.</i>		Per 12 Pairs.
No. 34, scallop and center		\$0 0225
No. 34, no scallop		0175
Pinked tip		0175
Pinked tip, Nos. 27 and 29		0225
No. 25 or wing tip		045
Stamping linings (linings to be counted):		
Bal.		0175
Blucher (one pair of vamp linings)		0225
Oxford leather quarter lining		02
Blucher-oxford leather quarter lining (one pair of vamp linings)		0325
Stamping stock numbers on above linings extra		0075
Vamp and top doubling:		
Long or seamless vamps		0325
Long or seamless vamps, side doublers		0275
Blucher or circular vamps		0275
Blucher or circular vamps, side doublers		015
Oxford vamps		025
Oxford vamps, side doublers		015
Extra front doublers		0125
Short blucher stay		015
Long blucher stay		02
Bal. top or blucher quarter doublers		0325
Foxing doublers		0275
Oxford quarter doublers		0275
Tip doublers		0125
Small leather piece on No. 25 tip		0125
Cementing pressed tips		01
Pressing tips		015
Box-toe stitching:		
Beckwith or No. 1 box toe		0375
No. 4 or Keith box toe		0325
No. 5 or leather box toe		0325
Box toe when tip is corded		0475
Box toe No. 25 or wing tip		0475
Tip stitching:		
When No. 1 or Beckwith box toe is used		075
When No. 4 or Keith box toe is used		055
When No. 5 or leather box toe is used		055
When no box toe is used		0525
Blucher tongue stitching:		
Blucher or blucher oxford		0625
Three-quarter-overlap blucher, regular tongue		09
Casing box toes		01
Lining tongues, zigzag machine:		
Blucher		04
Bal. or regular tongue of three-quarter-overlap blucher		0425
Oxford		0325
Skiving:		
Edging:		
Seamless vamps		0175
Circular vamps		0125
Bal. or blucher tops		0175
New foxed bal. tops		0275
Bal. or blucher tops, heavy stock, back of tops to be edged		0275
Foxings		0175
Foxings, heavy stock		0275

Skiving — *Con.*

Per 12 Pairs.

Across vamp	\$0 0125
Plain tips	0125
Pressed tips	015
No. 25 wing tip	04
Corded tip	0275
Pieced facings	0225

Pressed work:

Foxing, straight or with two round corners	035
Seamless vamps	04
Circular or new square vamps	04
Bal. tops	04
Blucher quarters	045
Regular oxfords, front and top	04
Blucher oxfords, front and top	045
Button flies	0225
Congress fronts	05
Bal. or blucher tops	03

Splitting:

Heel stays	0175
Backstays	01
Tongues	0225

Stitching inlay tape:

Fancy perforated quarters and lace row:

Bluchers, lace row	135
Blucher oxfords, lace row	115
Bal. tops, lace row	1075
Regular oxfords, lace row	09

High shoes, fancy perforated tops and quarters:

Punched quarter and lace row:

No. 4	18
No. 5	18
No. 6	18
No. 7	135

Punched quarter:

No. 52	17
No. 34	135
No. 15	1175

Perforated one-half imitation straight foxing, single-needle machine

225

Lace row and top perforated

16

Oxfords, fancy perforated tops and quarters:

Punched quarter and lace row:

No. 4	1625
No. 5	1625
No. 7	135

Punched quarter:

No. 34	135
No. 28	1625

Lace row and top perforated

135

Punched quarter No. 50

135

Marking vamps for tip stitching

0225

STITCHING DEPARTMENT.

Cementing, by hand or machine:		Per 12 Pairs.
Bluchers, front and top		\$0 03
Bals., front and top		0225
Bluchers, front, top and shank		0375
Regular oxfords, top and front		02
Blucher oxfords, top and front		025
Blucher oxfords, top, front and shank		0375
Button oxfords, top and fly		03
Button boots, top and fly		035
Button boots, top		0175
Button boots, fly		0175
Congress front		015
Seamless vamps		02
Circular vamps		015
Straight foxings		02
Circular foxings		0225
Lace-row stitching:		
Bals.		0525
Bluchers		075
Regular oxfords		045
Blucher oxfords		0625
Bluchers, with one-half bellows tongue		08
Space rows:		
Bals.		0625
Bluchers		0725
Regular oxfords		0525
Blucher oxfords		06
Hooking, with or without tape		0375
Eyeletting:		
Gang machine		03½
Rapid machine:		
Oxfords, regular work		0375
Oxfords, invisible eyelets		04
Six eyelets with hooks		0425
Six invisible eyelets with hooks		045
Ten eyelets to top		055
Ten invisible eyelets to top, space		065
Fancy stitching:		
No. 4 stitched quarter		1125
No. 5 stitched quarter		1175
No. 6 stitched quarter		135
No. 7 lace row		08
No. 7 lace row, space		1075
No. 7 lace row, 4 rows		125
No. 8 lace row		085
No. 34 stitched quarter		1175
Imitation or one-half imitation foxing		0675
No. 25 wing tip		265
Button shoes:		
Marking for buttons		03
Sewing on buttons		05
Buttoning and trimming		04
Marking button fly		0225
Cementing button fly		03
Working buttonholes, \$0.075 per 100 holes.		

	Per 12 Pairs.
Cementing eyelet stay on shoes having invisible eyelets	\$0 035
Stitching one-half bellows tongue to top, leather-lined shoes	1175
Stitching:	
Vamp to tongue, one-half bellows tongue	10
Backstays on 6-inch unlined boot	135
Straps on unlined shoes	0725
Counter pocket on unlined shoes	11
Corded-top shoes:	
Closing on lining to top	05
Turning or cording top	045
Running cord at backseam on oxford with no backstay	025
Top stitching, held-on work:	
Bals., pressed front and top	215
Bluchers, pressed front and top	215
Button boots, pressed top and fly	215
Bals., plain front and top	20
Bluchers, plain front and top	20
Button boots, plain toe and fly	20
Corded-top shoes	1525
Bluchers, with one-half bellows tongue	325
Fitting Congress tops	45
Button boots, closed on fly	27
Three-quarter-overlap bluchers, one-half bellows tongue	325
Oxfords:	
Combination lining:	
Regular	16
Blucher	19
Button	19
Leather quarter lining:	
Regular	135
Blucher	16
Button	16
Pressed cloth quarter lining:	
Regular	135
Blucher	16
Button	16
Ensign lacing:	
Bluchers	025
Invisible eyelets	03
No. 85 eyelets	02
No. 12 eyelets	025
Toeing-up bal. and button linings	0325
Siding-up linings of bluchers with one-half bellows tongue	065
Closing:	
Bal. tops	03
Blucher quarters	0325
Congress tops	03
Button boot top, fly to front seam	0825
Oxford quarters	03
Button-oxford quarters, fly to front seam	075
Seamless or foxed-oxford tops	025
Seamless vamps	035
Seamless vamps, pressed	035
Foxings	035
Oxford foxings	03

Closing — <i>Con.</i>		Per 12 Pairs.
Two seams on No. 5 backstay		\$0 065
Seamless vamps with welt		04
Foxings with welt		04
Rubbing down:		
Seamless vamps		015
Foxings		015
Bal. or button tops		015
Blucher quarters		02
Oxford tops		0125
Button flies		0175
Stitching backstays:		
No. 2		11
No. 4 or No. 4½		09
No. 7 or No. 7½		08
No. 5		095
No. 8		08
No. 9		085
Army three-quarter-overlap blucher		075
No. 2 on bals.		17
Vamping:		
Cylinder vamping, seamless vamps:		
Plain		355
Pressed		355
Square throat		365
Perforated		37
Single-needle machine		48
Circular vamps:		
Regular throat		22
Square throat		23
Square throat and vamp		265
Regular throat, perforated		235
Square throat and vamp, perforated		285
Bluchers:		
Two rows and bar:		
High shoes		27
High shoes, pressed quarter		27
Oxfords		255
Oxfords, pressed quarter		255
High shoes, one-half bellows tongue		36
Four rows and bar		33
Single-needle machine		34
Three-quarter-overlap:		
Four rows, regular tongue		65
Four rows, one-half bellows tongue		70
Barring:		
Button flies		0225
Tops of circular or circular-vamped shoes		0325
Straps:		
Regular		03
Front and back strap, Congress		0625
Two bars on bluchers, vamped four rows		0625
Cementing toe of vamp lining to vamp:		
Three-quarter-overlap bluchers, one-half bellows tongue		0225
After shoe is vamped; plain-toe bluchers and three-quarter-overlap bluchers, one-half bellows tongue		0175

Lining-making:

Per 12 Pairs.

Closing bal. or blucher cloth linings	\$0 025
Closing oxford leather quarter linings	0275
Closing oxford cloth quarter linings	0275
Closing Congress linings, front and back	05

Stitching:

Bal. side facings, and catching in tongue	085
Blucher side facings	0625

Three-quarter-blucher, side facings:

Regular tongue	085
One-half bellows tongue	0625
Regular inside heel-stay	045
Army inside heel-stay	055
Top facing	0325
Button stay	03

Combination linings:

Top facing, regular oxfords	0675
Side facing, regular oxfords	055
Top facing, blucher oxfords	0675
Side facing, blucher oxfords	055
Top facing, button oxfords	08
Button stay, button oxfords	03
Button-fly lining, button oxfords	035

Leather quarter lining to vamp lining:

Regular oxfords	09
Button oxfords	09

Cloth quarter lining to vamp lining:

Regular oxfords	055
Button oxfords	07

Rubbing down back seam on combination quarter linings	0125
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Trimming oxford combination quarter linings	0325
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Trimming bal., blucher or button linings	015
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Marking lace row or fancy stitched quarter:

Bals., plain lace row	025
Bluchers, plain lace row	03

Stitched quarters:

No. 4	035
No. 5	04
No. 6	04
No. 34	03
No. 7 lace row	03
No. 8 lace row	03

Imitation or one-half imitation foxing	0125
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Assembling for top stitching:

Tops and linings:

Bals., bluchers and oxfords	0175
Button shoes and button oxfords	0225
Shoes with labels	extra 0025
Match-marked shoes	extra 0025
Casing and counting shoes and putting on wires	0175

Trimming tops:

Bals.	0225
Bluchers	035
Button boots	04
Three-quarter-overlap bluchers	045
Regular oxfords	0175

Trimming tops — *Con.*

Per 12 Pairs.

Blucher oxfords	\$0 045
Button oxfords	035
Trimming doublers on seamless vamps, except Nos. 4½, 5 or 7½ backstays	0125
Trimming tongues, bal. or circular-vamped shoes	015
Pressing, Glass machine:	
Bals., top and front	08
Bluchers, top and front	0925
Regular oxfords, top and front	0675
Regular oxfords, top and front, with backstay	07
Blucher oxfords, top and front	085
Blucher oxfords, top and front, with backstay	0875
Johnny bluchers, top and front, with backstay	085
Johnny bluchers, top and front	08
Button boots, top and fly	0925
Button boots, top	0325
Button flies, round corner or three points	03
Button oxfords, top and fly	065
Congress, top and sides	085
Congress, sides	055
Southern ties	075
Seamless vamps	05
Circular vamps	0425
New square circular vamps	0575
Blucher shanks, oxfords or high shoes	0275
Straight foxings	035
Round-corner foxings	055
Regular oxfords, pressed quarter linings	06
Blucher oxfords, pressed quarter linings	0775

Foxing stitching:

Oxfords or blucher oxfords; two rows, close or space	1325
Bals. or bluchers; two rows, close or space	1325
Three rows, close	145
Punched or perforated	145

Seam staying:

Seamless vamps	04
Foxings	0325
Oxford quarters	035
Seamless or foxed-oxford tops	0325
Two seams on No. 5 backstay	0725

Button flies, closed-on work:

High shoes	0675
Oxfords	05

Miscellaneous day work in stitching department, 10 per cent reduction.

LASTING DEPARTMENT.

Putting up lasts	\$0 0325
Tacking innersoles and chalking lasts	0375
Assembling:	
No. 1 Beckwith box toe	135
No. 4 or No. 5 box toe	165
Pulling-over, all lasts and leathers	165
Side-lasting:	
Regular work	15
Cushion innersoles	175
Whole covers	185

Side-lasting — <i>Con.</i>	Per 12 Pairs.
Top covers	\$0 165
Arch-support counters	185
Consolidated hand-method machine, lasting all around	355
Bed machine:	
Tip shoes, black leathers:	
Low toes, Class 3	375
Medium toes, Class 1	405
Medium-high toes, Class 4	445
High toes, Class 2	48
Plain-toe shoes, with or without box:	
Lasts Nos. 18 and 32, black leathers	45
Other lasts, black leathers	355
Extras:	
Colored leathers	03
Patent leathers	055
No. 5 or leather box toe	35
Cushion innersoles	06
Turning back tips	035
Toe trimming	0225
Samples, per pair, \$0.045.	
Cripples, per pair, \$0.035.	
Crowning:	
Per week, \$28.60.	
Per hour, \$0.63 $\frac{1}{2}$.	

WELTING DEPARTMENT.

Stapling	\$0 03
Tack pulling:	
Regular work, toe wire pulled	045
Toe wire left on	05
Welting:	
Regular work	22
Rubber welt	44
Butting welts	0225
Butting welts and pulling toe wire	05
Trimming seams:	
Old machine	05
New machine	045
Beating welts	03
Knocking innersole tacks	03
Sticking shanks	0175
Filling bottoms	03
Cementing bottoms:	
Regular work	02
Fiber soles	0225
Sole laying:	
Regular work	0575
Fiber or double soles	06
Heelseat nailing:	
Regular work	03
Fiber or double soles	04
Roughrounding:	
Stitched aloft	12
Channeled soles	125
Around heelseat	185

Rapid stitching:		Per 12 Pairs.
Black or fudge stitch	. . . . .	\$0 26
White or gray stitch	. . . . .	29
Rubber soles	. . . . .	34
Turning channels	. . . . .	03
Cementing channels	. . . . .	02
Laying channels	. . . . .	04
Fudge wheeling	. . . . .	04
Leveling	. . . . .	055
Heelseat rounding	. . . . .	0225
Sizing-out shoes	. . . . .	02
Pulling lasts:		
Hinged	. . . . .	04
Block	. . . . .	045
Crowning or cobbling:		
Per week, \$26.		
Per hour, \$0.57 $\frac{1}{2}$.		

BOTTOMING DEPARTMENT.

Heeling:		
Model B machine:		
On the last	. . . . .	\$0 10
Off the last	. . . . .	085
Rubber heel bases	. . . . .	085
Rapid machine:		
$\frac{1}{4}$, $\frac{3}{8}$ and $\frac{1}{2}$ -high heels, off the last	. . . . .	07
$\frac{3}{8}$ and Cuban heels, off the last	. . . . .	075
Rubber heel bases	. . . . .	07
Slugging:		
$\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$ or all around:		
On the last	. . . . .	05
Off the last	. . . . .	0375
Double row, double price.		
Heel-shaving:		
On the last	. . . . .	06
Off the last	. . . . .	06
Rubber heels on bases	. . . . .	065
Stitched around heel	. . . . .	10
Heel-breasting:		
On the last	. . . . .	045
Off the last	. . . . .	04
Edgetrimming:		
On the last	. . . . .	35
Off the last	. . . . .	33
Wetting heels	. . . . .	01
Scouring heel-breasts	. . . . .	015
Re-lasting (inserting lasts)	. . . . .	03
Lining heel-breasts	. . . . .	015
Heel-scouring:		
Rough-scouring:		
Two papers	. . . . .	065
One paper	. . . . .	04
Smooth-scouring:		
Rough, two-paper method	. . . . .	03
Rough, one-paper method	. . . . .	0325
Rubber heels	. . . . .	0325
Second wheeling, fudge stitch	. . . . .	0275

Edgesetting:	Per 12 Pairs.
One setting	\$0 19
Two settings	29
Blacking heels	015
Heel-burnishing:	
Expedite machine	0675
Bench machine	055
Nailing top-lifts, three nails:	
On the last	035
Off the last	03
Plugging heels	045
Rubber heels:	
Casing	0075
Cementing	0175
Cementing bases	0125
Sticking heels to bases	0275
Nailing rubber heels by hand:	
Whole rubber	155
Dryden double-wear	155
United States	155
Wingfoot	155
Regular Dryden	125
Premier	125
Heels on $\frac{3}{8}$ -high bases	155

FINISHING DEPARTMENT.

Buffing:	
All over	\$0 12
Forepart and shank	095
Top lift	05
Odd shoes and refinishing	105
Staining:	
All over, natural finish	035
All over, dark satin finish, or breast of rubber heels, dark finish	04
X finish or back to heel	03
Foreparts	025
Top lifts	025
Finishing without buffing	05
Gumming:	
All over	035
X finish back to heel	03
Foreparts	025
Top lifts	025
No. 94 finish, new work:	
All over	09
Back to heel	08
Foreparts	07
Bleaching:	
All over	03
Foreparts and shanks	0275
Foreparts	02
Waxing and polishing:	
All over	06
Foreparts and shanks	05
Foreparts	0325
Top lifts	02

Painting bottoms:	Per 12 Pairs.
X T or all over	\$0 045
X or forepart, shank and heel-breast	04
Foreparts	025
Painting black bottoms:	
All over	0375
Shanks and foreparts	03
Top lifts	02
Kite cut on shank	035
Oil finish	0375
Applying solution:	
All over	02
Foreparts and shanks	02
Foreparts	015
Stripping:	
Foreparts	02
Foreparts and shanks	0325
Burnishing:	
Black bottoms, all over	07
Shanks and top lifts	05
Shanks	0325
Top lifts	0275
Scratching slugs	015
Edge-brushing:	
Chisel brush	035
Patent leather by hand	08
Last pulling:	
Hinged	045
Block	05
Followers	0175
Stamping bottoms:	
Union stamp	02
Shank stamp	0225
Forepart stamp	0225
Miscellaneous day work in the lasting, welting, bottoming and finishing departments, 10 per cent reduction.	

TREEING AND PACKING DEPARTMENTS.

Brushing and edge rolling	\$0 04
Lacing:	
Regular eyelets	03
Invisible eyelets	035
Buttoning	0375
Dressing:	
Tops, one coat	02
Vamps, two coats	055
Oxfords, two coats	0625
Whole-quarter bluchers, gun metal, two coats all over	08
Vici, two coats all over	07
Extra coat	035
Refinishing:	
One coat	045
Two coats	08
Repairing:	
Colored leathers	20
Black leathers	09
By the hour, \$0.45 (piece workers).	
Pasting in heel pads	0225

	Per Week.	Per Hour.
Cleaning linings	\$15 00	\$0 33 $\frac{1}{3}$
Feeling for tacks	15 00	33 $\frac{1}{3}$
Repairing:		
Colored leathers:		
By women	19 00	42 $\frac{2}{3}$
By men	22 00	48 $\frac{8}{9}$
Black leathers, by men	21 00	46 $\frac{2}{3}$
Inspecting, by men	22 50	50
Packing shoes, by women	19 00	42 $\frac{2}{3}$
Packing samples	23 50	52 $\frac{2}{3}$
Other miscellaneous day work, 10 per cent reduction.		
Treeing:		Per 12 Pairs.
Black India vici; racked off, sized out, ironed by power machine, by hand if necessary, one coat of filler applied with sponge		\$0 23
Gun metal, white or colored stitches; racked off, sized out, ironed by power machine, by hand if necessary, one coat of white filler applied with sponge and ragged		23
Gun metal satin, all satin or without top; racked off, sized out, one coat of filler applied with brush, ironed by power machine with cold irons, toes blocked up, rubbed with stick if neces- sary, one coat of filler applied with sponge and ragged		32
Gun metal satin with hot-ironed tops; racked off, sized out, one coat of filler applied to vamp with brush, ironed with cold irons on power machine, tops ironed with hot irons by hand, one coat of filler applied all over, ragged, rubbed with stick and toes blocked up if necessary		32
Gun metal with hot-ironed tops; racked off, sized out, ironed with hot irons on power machine, touched up with hot iron by hand if necessary, one coat of filler applied to vamp and top with sponge and ragged		23
Gun metal with black or colored cloth tops; racked off, sized out, ironed with hot irons on power machine, ironed by hand if necessary, one coat of filler applied to vamp with sponge, ragged, cleaner applied to top with brush and ragged		32
Vici vamp and top; racked off, sized out, ironed with hot irons on power machine, toes blocked up, ironed by hand if neces- sary, one coat of filler applied with sponge		23
Vici with dull, hot-ironed tops; ironed with hot irons on power machine, by hand if necessary, one coat of filler applied to vamp with sponge and one coat of dull filler applied to top		32
Horse butts; racked off, sized out, ironed by hand with hot iron, one coat of filler applied, ironed by machine, second coat of filler applied, ragged and toes blocked up if necessary		32
Boarded grain, home-guard shoes; racked off, sized out, cleaned, washed, toes blocked up, filler applied and ragged to a polish when dry		41
Tan or colored vici and cabaretta; racked off, sized out, cleaned, ironed with hot irons on power machine, by hand if neces- sary, and one coat of vici filler applied with sponge		275
Tan cabaretta; racked off, sized out, ironed with hot irons on power machine, by hand if necessary, cleaner applied with brush and ragged		275
Mahogany calf; racked off, sized out, cleaned with brush, ironed on power machine and by hand if necessary, one coat of polish or 50-50 applied and allowed to dry, second coat of polish or 50-50 applied and allowed to dry, and polished with brush		51

Treeing — *Con.*

Per 12 Pairs.

Colored calf leathers, including mahogany calf; racked off, sized out, cleaned with brush, one coat of polish or 50-50 applied and, when dry, polished with brush	\$0 38
Ironed extra	055
Extra coat of polish or 50-50 applied	055
Colored side-leather shoes, such as tan or mahogany, brown horse, Titan, or colored bark-tan leathers; racked off, sized out, cleaned, ironed on power machine and by hand if necessary, one coat of dope applied and allowed to dry, second coat of dope applied and allowed to dry, polished with brush and ragged	46
Patent-leather vamps and oxfords; racked off, sized out, cleaned with patent-leather cleaner, vaseline applied, ironed with hot irons, ragged, benzine applied and ragged to a polish	41
Cleaning edges and shanks with hand brush extra	075
Patent leather with dull-leather tops; racked off, sized out, vamps cleaned with patent-leather cleaner, vaseline applied to vamps, vamps and tops ironed with hot irons, vamps ragged, benzine applied to vamps and ragged to a polish, and one coat of dull filler applied to tops with sponge	46
Cleaning edges and shanks with hand brush extra	075
When necessary to tree by methods other than those covered by the price-list:	
Racked off and sized out	01
Washed and cleaned with rag and sponge	175
Washed and cleaned with brush	205
Ironed	055
One coat of dope applied	075
Second coat of dope applied	075
Brushed and ragged	09
Extra work, per hour, \$0.65.	
Per week, working by the hour, \$26.	
Samples:	
Black leathers, per pair, \$0.055.	
Tan leathers, per pair, \$0.095.	

SOLE-LEATHER DEPARTMENT.

	Per Week.	Per Hour.
Cutting or sorting outsoles	\$30 60	\$0 68
Casing outsoles by tags:		
First man	30 60	68
Second man	27 50	61½
Counting and racking outsoles	21 50	47½
Grading outsoles by machine	18 50	41½
Buffing outsoles	20 00	44½
Cutting or sorting grain innersoles	30 00	66½
Cutting taps or top lifts	24 00	53½
Sorting top lifts	22 00	48½
Sorting or grading taps	22 50	50
Casing innersoles	24 50	54½
Buffing taps	20 00	44½
Cutting leatherboard	24 00	53½
Heel-compressing	22 00	48½
Top-lift compressing	21 50	47½
Casing heels or top lifts:		
First man	24 00	53½
Second man	18 50	41½

	Per Week.	Per Hour.
Stock rolling and splitting	\$21 00	\$0 46 $\frac{1}{2}$
Lumping	18 50	41 $\frac{1}{2}$
Grading innersoles	22 50	50
Skiving innersoles	19 50	43 $\frac{1}{2}$
Miscellaneous day work, 10 per cent reduction.		

STOCKFITTING DEPARTMENT.

STOCKFITTING DEPARTMENT.							Per 12 Pairs.
Moulding soles	.	.	.	.	.	.	\$0 014
Tap-trimming	.	.	.	.	.	.	015
Tap-trimming, three-quarter or full-length double soles	.	.	.	.	.	.	02
Cementing:							
Single soles	.	.	.	.	.	.	014
Tap soles	.	.	.	.	.	.	026
Fiber or leather double soles	.	.	.	.	.	.	034
Feather-edging	.	.	.	.	.	.	014
Stamping innersoles	.	.	.	.	.	.	01
Channeling:							
Regular lasts	.	.	.	.	.	.	045
Nos. 22, 33 and 37 lasts	.	.	.	.	.	.	07
Channel-turning	.	.	.	.	.	.	0325
Stitching or setting lips on innersoles	.	.	.	.	.	.	04
Gem-trimming:							
Regular lasts	.	.	.	.	.	.	04
Nos. 22, 33 and 37 lasts	.	.	.	.	.	.	0425
Forming-in channels	.	.	.	.	.	.	025
Cutting canvas	.	.	.	.	.	.	0275
Re-blocking innersoles	.	.	.	.	.	.	025
Veneering:							
Tap soles	.	.	.	.	.	.	0225
Double soles	.	.	.	.	.	.	045
Stamping outersoles	.	.	.	.	.	.	012
						Per Week.	Per Hour.
Bench work (girls)	.	.	.	.	.	\$16 00	\$0 35 $\frac{5}{8}$
Casing innersoles	.	.	.	.	.	22 50	50
Rounding innersoles	.	.	.	.	.	21 60	48
Re-blocking innersoles	.	.	.	.	.	27 00	60
Miscellaneous day work, 10 per cent reduction.							

HEEL-CUTTING DEPARTMENT.

No. 7:	Per 60 Pairs.
6/8	\$0 80
5/8	75
No. 3:	
6/8	70
5/8	65
4/8	55
3/8	45
Whole heels:	
3/8 whole leather blank	40
No. 4:	
6/8	60
5/8	55
4/8	50
Nailing heels:	
First lift, pulp heels:	
Up to 3/8	125
Up to 4/8	09
5/8 and up	09

Nailing heels — *Con.*

Each additional lift:	Per 60 Pairs.
Up to 4/8	\$0 025
5, 8 and up	025
No. 5 heel, tacked with two nails; when more than 125 dozen per week are done	05

Miscellaneous day work, 10 per cent reduction.

By agreement of the parties this decision shall take effect as of September 1, 1921.

On September 1 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., and cutters. (121)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., to its employees at Haverhill for the work as there performed: —

Cutting by hand (black and tan leather cut as black, except vici, horse butts and patent leather):

Aristo pattern:	Per 12 Pairs.
Vamp	\$0 32
Wing tip, No. 56	30
Golf bal., whole quarter	30
Foxed bal. top	24
Oxford quarter	24
Foxed oxford top	20
Foxing	16
Du Barry pattern:	
Vamp	325
Golf bal., whole quarter	30
Foxed bal. top	24
Oxford quarter	24
Foxed oxford top	20
Foxing	16
No. 8 ball strap	24
No. 7 ball strap	12
Tremont bal., vamp	40
Pocket blucher, vamp	30
Pocket blucher, whole quarter	31
Pocket blucher, bellows tongue	23
Double foxing	30
Backstay	06

Cutting by machine, 70 per cent of prices for hand work.

By the Board,

EDWARD FISHER, *Chairman.*

HARRISON-LOCKWOOD COMPANY — HAVERHILL.

On September 12 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Harrison-Lockwood Company, shoe manufacturer of Haverhill, and employees in the stitching department. (187)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Harrison-Lockwood Company at Haverhill for the work as there performed upon the so-called moccasin shoe: —

Pressing by hand, including cementing:		Per 12 Pairs.
Quarters and overlap	.	\$0 90
Tongues	.	11
Vamps	.	10
Top-stitching:		
Quarters	.	60
Tongues	.	24
Fancy stitching, piping	.	18
Vamping tongues	.	30
Staining	.	13
Closing	.	04
Staying	.	05

The Board also awards no change in the system, as set forth in the price list, of paying for new work by the hour pending a settlement upon a piece price.

By the Board,

EDWARD FISHER, *Chairman.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On September 13 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and vamps. (122, 123)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton for the work as there performed: —

Vamping, single-needle machine, two rows; extra over circular-vamp	
price:	Per 24 Pairs.
Men's shoes, King pattern	\$0 17 1/2
Women's shoes:	
Queen	096
Braburn	No extra.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,
EDWARD FISHER, *Chairman*.

RIALTO SHOE COMPANY — LYNN.

The following decision was rendered on September 20: —

In the matter of the joint applications for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers, etc. (188-192)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: —

Sally pump:	Per 36 Pairs.
Stitching second row on vamp and front strap	\$0 67 1/2
Pump-stitching	3 06
Making linings, including rights and lefts	48
Skiving vamp and front strap	36
Staining edges	40

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,
EDWARD FISHER, *Chairman*.

THE G. W. HERRICK SHOE COMPANY — LYNN.

On September 20 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and skivers. (193)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 36 cents per 36 pairs

Cutting department — *Con.*

		Per Week, 48 Hours.
Marking:		
Linings	no change	\$16 50
Sizes	no change	14 50
Vamps for tips		18 00
Crimping		22 00
Cutting:		
Tongues		15 00
Trimmings		15 00
Cripples		26 00
Tops		28 00
Sorting tops	no change	32 00
Sweeping	no change	9 00
Stock department; putting up work		36 00
Skiving	No change.	
Perforating	No change.	
Stitching department:		
Vamping samples		30 00
Machinist		27 00
Stitching samples	no change	22 18
Matching work		20 00
All-round stitching	No change.	
Stitching cripples	no change	19 94
Table work	No change.	
Punching tips and rubbing seams	no change	10 67
Treeing department:		
Hour work, \$0.57.		
Day work:		
When the compensation is \$12 per week or less, no change.		
When the compensation exceeds \$12 but does not exceed \$15 per week, 5 per cent reduction; except that thereby the wages shall not be reduced below \$12.		
When the compensation exceeds \$15 per week, 10 per cent reduction; except that thereby the wages shall not be reduced below \$15.		

The Board also awards, on all operations by the hour or by the piece other than those above specified, 10 per cent reduction.

By the Board,

EDWARD FISHER, *Chairman.*

WEBER BROTHERS SHOE COMPANY — NORTH ADAMS.

On October 7 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and employees. (92, 107)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Weber Brothers Shoe Company at North Adams for the work as there performed upon the following items: —

Cutting department:

Block hands.

Skiving upper leather.

Making department:

Stitching.

Slugging heels.

Nailing heelseats.

Lasting department:

Operating No. 5 bed machine.

Side-lasting by machine.

Crowning or cobbling.

Sole-leather department:

Rounding.

Stitching department:

Marking linings.

Marking sizes.

Finishing department:

All operations.

The Board also awards as follows: —

Day work:

When the compensation is \$12 per week or less, no change.

When the compensation exceeds \$12 but does not exceed \$15 per week, 5 per cent reduction; except that thereby the wages shall not be reduced below \$12.

When the compensation exceeds \$15 per week, 10 per cent reduction; except that thereby the wages shall not be reduced below \$15.

On all operations by the hour or by the piece other than those above specified, 10 per cent reduction, except in the dressing and packing department, in which the reduction shall be 8 per cent.

By the Board,

EDWARD FISHER, *Chairman*.

WALL, STREETER & DOYLE COMPANY — NORTH ADAMS.

On October 7 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Wall, Streeter & Doyle Company, shoe manufacturer of North Adams, and employees. (92A, 107A)

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that there shall be no change in the prices paid by Wall, Streeter & Doyle Company at North Adams for the work as there performed upon the following items: —

Cutting department:

Block hands.

Skiving upper leather.

Making department:

Stitching.

Slugging heels.

Nailing heelseats.

Lasting department:

Operating No. 5 bed machine.

Side-lasting by machine.

Crowning or cobbling.

Sole-leather department:

Rounding.

Stitching department:

Marking linings.

Marking sizes.

Perforating.

Finishing department:

All operations.

The Board also awards as follows: —

Day work:

When the compensation is \$12 per week or less, no change.

When the compensation exceeds \$12 but does not exceed \$15 per week, 5 per cent reduction; except that thereby the wages shall not be reduced below \$12.

When the compensation exceeds \$15 per week, 10 per cent reduction; except that thereby the wages shall not be reduced below \$15.

On all operations by the hour or by the piece other than those above specified, 10 per cent reduction, except in the dressing and packing department, in which the reduction shall be 8 per cent.

By the Board,

EDWARD FISHER, *Chairman*.

RICE & HUTCHINS, INC. — MARLBOROUGH.

On October 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer, and stitchers in the Curtis factory at Marlborough. (226)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough for the work as there performed:—

MEN'S SHOES.

Undertrimming:

Closed or laid-on linings:		Per 12 Pairs.
Bal.	.	\$0 15
Blucher	.	16
Button	.	16
Held-on linings, no brace or strap:		
Bal.	.	20
Blucher	.	21
Button	.	21
Oxford	.	15
Blucher oxford	.	16
Hockey shoes	.	12

LITTLE GENT'S SHOES.

Undertrimming:

Closed or laid-on linings:		
Bal.	.	\$0 135
Blucher	.	14
Held-on linings:		
Bal.	.	15
Blucher	.	16
Oxford	.	135
Blucher oxford	.	14

This decision shall take effect as of September 19, 1921.

By the Board,

EDWARD FISHER, *Chairman.*

HUDSON UPPER COMPANY—HUDSON.

On November 4 the following decision was rendered:—

In the matter of the joint application for arbitration of a controversy between the Hudson Upper Company, of Hudson, and cutters. (323)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that there shall be no change in the price paid by the Hudson Upper Company at Hudson for cutting shoes by machine, as there performed; namely, \$0.026 per 100 units.

By the Board,

EDWARD FISHER, *Chairman.*

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

On November 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and edgemakers.
(324)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed: —

Edgetrimming:	WELT SHOES.	Per 12 Pairs.
Regular work		\$0 30
White-stitched		33
Baltimore extension	extra (by agreement)	06
Edgesetting, one setting:		
Fudge-stitched		17
White-stitched		23

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On November 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and edgetrimmers. (227)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Edgetrimming shoes with square shanks:	Per 24 Pairs.
White or red-tag grade	\$0 63
Yellow- or pink-tag grade	77
Samples	1 08

By the Board,

EDWARD FISHER, *Chairman.*

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

The following decision was rendered on November 15: —

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and employees in the making department. (325)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company to its employees at Marlborough for the work as there performed: —

	WELT SHOES.	Per 12 Pairs.
Trimming toes		\$0 03
Trimming all around		04½
Stapling		03½
Pulling first tacks and resetting		05
Welting:		
Regular work		27
Pointed toes	No extra.	
Grooving welts	extra	01
Pulling innersole tacks		04
Pulling anchor tacks and toe wire		03
Trimming inseams, old machine		06
Trimming butts		03
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Beating-out welts and slashing toes		04
Filling bottoms		03
Cementing bottoms, by machine or by hand		02
Sole-laying		06½
Roughrounding		13½
Turning up channels		02½
Cementing channels, by machine or by hand		03
Sizing out	No extra.	
Goodyear stitching:		
Fudge stitch		30
Fair stitch, eleven stitches or less to the inch		32
Aloft	extra	03
Applying lubricator	No extra.	
Breaking shanks		03½
Laying channels		03
Automatic leveling, using maul all around		10
Heelseat-rounding		03
Heelseat-nailing		05
Reducing shanks		03
Heel-slugging on the last		03½

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

WELCH SHOE COMPANY — LYNN.

On November 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Welch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (456)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Welch Shoe Company at Lynn for the work as there performed (the Board having first determined that there is no established price): —

	Per 36 Pairs.
Cleaning and dressing twice black, boarded side-leather shoes	\$1 00
Cleaning and ragging Tony-red side-leather shoes	85

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

UNITED STATES LEATHER COMPANY — BOSTON.

On November 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the United States Leather Company, of Boston, and leather-handlers. (422)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 5 per cent in the wages paid by the United States Leather Company in Boston to leather-handlers in its employ.

By agreement of the parties this decision shall take effect as of October 17, 1921.

By the Board,

EDWARD FISHER, *Chairman.*

ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.

On November 17 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Allen-Goller-Leighton Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (326)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that no extra shall be paid by the Allen-Goller-Leighton Company at Lynn for slashing pumps, pattern No. 1729, Glass machine, as the work is there performed.

By the Board,

EDWARD FISHER, *Chairman.*

RIALTO SHOE COMPANY — LYNN.

On November 17 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and skivers and pressers. (327, 328)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Rialto Shoe Company at Lynn for the work as there performed (the Board having first determined that there are no established prices): —

	Per 36 Pairs.
Skiving collar quarter	\$0 45
Pressing collar all around, front and bottom	1 32

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

CHARLES A. EATON COMPANY — BROCKTON.

On November 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vampsers. (329)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Charles A. Eaton Company at Brockton for the work as there performed: —

Vamping women's shoes, golf pattern, single-needle machine:	Per 24 Pairs.
One row	\$0 50
Two rows	7223

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

STACY-ADAMS COMPANY — BROCKTON.

On November 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and vampers.
(330)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 90 cents per 24 pairs shall be paid by Stacy-Adams Company at Brockton for vamping shoes, pattern No. 50, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

REPORTS OF INVESTIGATIONS

REPORTS OF INVESTIGATIONS.

BUILDING TRADES — BOSTON.

On May 20 the following report was issued: —

Report of the investigation of the labor controversy existing between the members of the Building Trades Employers' Association of Boston and employees, members of the United Building Trades' Council and affiliated trades, for the purpose of determining who is mainly responsible or blameworthy for the existence or continuance of the same.

The Board, in making its investigation, held public hearings in the auditorium, State House, Boston, on May 3 and 4, due notice of which was given and at which both parties were represented and presented evidence relative to this controversy. As a result of the investigation the Board makes the following report: —

The Building Trades Employers' Association (hereinafter called the employers' association) was organized in 1916 and has a membership of approximately three hundred employers. The constitution provides for a board of councillors, at present consisting of about fifty-five members, representatives of the different trades, which board has full power and authority to handle and settle all labor disputes, a committee from which was appointed to deal directly with this controversy. Under the constitution at least a four-fifths vote of the board of councillors is required to cause either a cessation or resumption of work.

The United Building Trades' Council (hereinafter called the employees' association) was organized in 1919, 31 distinct trades being represented by delegates, varying in number according to the membership in the various trades. In the present controversy this association was also represented by a committee.

Under date of June 27, 1919, both associations entered into what is termed a uniform agreement, to continue in effect until December 31, 1920; with a proviso that if neither of the parties before October 1, 1920, gave notice of desired changes, the agreement should continue for a further period of one year. Under this agreement the wages of the mechanical trades were established at a uniform rate of not less than 90 cents per hour, to be increased to \$1 per hour on April 1, 1920, for the balance of the year. The agreement further made provision for the arbitration of differences,

under the terms of which each trade group was called upon to nominate a delegate to serve on a joint conference board. It appeared, however, that in certain trades there was no employer member in the employers' association, and in such instances other employer members were substituted with the knowledge and approval of both parties. It was the consensus of opinion, as expressed by representatives of both associations, that this agreement had worked very successfully.

Due notice was given by both parties of desired changes, and drafts of new agreements were submitted, the employers' draft containing no reference to wages and the employees' draft calling for an increase in wages, which in the mechanical trades amounted to a 50 per cent increase, to wit, from \$1 to \$1.50 per hour. Conferences were held between the subcommittees from both associations, beginning in November and continuing through December, during which time progress was made.

On December 7 the employers' association through its committee informed the employees' association through its committee that no increase in wages would be considered. On December 29 a conference between a committee of twenty members from the employers' association and forty members from the employees' association was held to consider the report of the subcommittees, and the president of the employers' association testified that at this meeting the employers' committee made an oral offer, — in substance, to continue the terms of the present agreement without a change in the wage rate of \$1 per hour, but making a change in overtime, from double time to time and a half, and a provision for uniformity in traveling and reporting time. The answer of the employees' committee was to the effect that the employees' association had voted to refuse such offer and demanded the 50 per cent increase. These conferences were continued on January 4 and 5, the question of wages and other differences being discussed.

On January 5 the employers' committee submitted to the employees' committee the question of whether or not they believed any agreement could be reached without an increase in wages. The employees' committee presented this question to its association, and at a conference on January 10 submitted the following: —

1. To notify the employers that the trades would continue to work under the present form of agreement, but will not sign any new agreement unless it carries an increase in wages.

2. Will sign the agreement of June 27, 1919, for a period, which period shall be determined by the United Building Trades' Council.

3. That the following trades of the United Building Trades' Council desire to negotiate agreements with the employers of their crafts through their respective organizations. [The list of these trades was not furnished at the hearing.]

At this conference, in response to a question from the employers' committee, the employees' committee stated that under the second proposition they would recommend continuing under the terms of the uniform agree-

ment until May 1, 1921. These propositions were presented by the employers' committee to its board of councillors, and on January 13 the following communication was sent to the employees' association:—

BUILDING TRADES EMPLOYERS' ASSOCIATION OF BOSTON,
1 BEACON STREET, BOSTON, MASS., January 13, 1921.

To the United Building Trades' Council, 386 Harrison Avenue, Boston, Mass.

GENTLEMEN:—The committee on the new agreements of the United Building Trades' Council and the Building Trades Employers' Association, being unable to arrive at any agreement, the board of councillors of the Building Trades Employers' Association has this day unanimously voted for the form of agreement enclosed herewith. It is sincerely desired by the Building Trades Employers' Association that the United Building Trades' Council will immediately adopt the same in order that the building industry may be revived at the earliest possible moment.

Very truly yours,

JOHN F. WALSH,
Secretary.

On or about the same date printed notices were posted on all the jobs where work was in progress, stating the conditions under which work could be resumed on and after January 20. This notice among other provisions made a change in overtime, hours and a reduction in wages. The employees' committee contends that they had expected an answer to the proposition submitted on January 10, and further, that it was understood that a conference was to be held on January 17 for this purpose, and that the letter of January 13 came as a "distinct surprise." The president of the employers' association denied having knowledge of any such expectation or understanding.

Upon receipt of the letter of January 13, and upon learning of the posting of the notice, the various trades comprising the employees' association voted not to accept the reduction and other changes provided in said notice, and on the 20th of January the employees of these trades went on a strike, excepting the plasterers, who had been on a strike since the first of the year to enforce a demand for \$1.25 per hour.

On Wednesday, January 19, the Board, appreciating the seriousness of the situation, obtained a conference with the employees' committee and asked the committee if strike action would be deferred for one week on condition that the employers' association would consent to the wages and other terms of the previous agreement remaining unchanged during that period in order that the Board might have an opportunity to investigate and see if the controversy could be adjusted. The employees' committee, after conferring, informed the Board that they would accede to such request, stating they would be able to prevent any strike action in Boston and the vicinity the following day, but they might not be able to reach employees in the outlying districts for a day or two later. The Board then visited the office of the employers' association and informed the secretary of the action on the part of the employees' committee and asked that action

on their part be deferred for the same period. The Board was informed that the committee of the employers' association would be in session at 2.30 that afternoon and the request of the Board would be presented to them and the Board informed of their decision. No answer was ever received, although repeated requests were made for the same.

The Board, receiving information that the mayor of Boston, who had been instrumental in securing an adjustment of the differences which resulted in the agreement of June 27, 1919, was endeavoring to arrange a conference between the parties, deferred further action. Conferences with the mayor of Boston and others having proved of no avail, invitations were extended to the parties to confer with the Board on March 14, which were accepted, and conferences between the subcommittees of both associations were held on various days up to and including April 13. During these conferences various suggestions were offered, and finally on March 29 the Board submitted to both parties the following recommendations:—

1. That there be a resumption of work on Monday, April 4, next, if the arbitration boards are established as hereinafter provided, and a continuation thereof in so far as business warrants.

2. That separate trade boards, consisting of two representatives each, from the employers and the employees, such representatives to choose a fifth member, be established on or before Saturday, April 2, next, in and for each trade or craft for the purpose of arbitrating all differences arising in conditions of employment, except those of wages and hours; and that an award be made to take effect not later than April 18 next.

3. That a general arbitration board, consisting of three representatives each, from the employers and the employees, such representatives to choose a seventh member, be established on or before Saturday, April 2, next, for the purpose of arbitrating wages and hours; and that an award be made to take effect not later than April 18 next.

4. Without in any way determining or attempting to determine what is a fair wage or what are fair working conditions, including hours, the Board recommends that work be resumed pending the arbitration award under the same conditions and at the same compensation which were in effect at the time of the cessation of work; this being recognized as the customary method of procedure where arbitration is adopted as a means of settling disputes between the parties.

This recommendation, however, is in no way to prejudice the rights of either party relative to wages and working conditions, including hours, in the presentation of their respective differences before the arbitration boards.

5. That the terms and provisions of the general agreement hitherto in effect between the parties, dated June 27, 1919, in so far as applicable, be renewed for the balance of the year 1921, with such changes and conditions, if any, as the parties may mutually agree upon before April 18 next, or may be rendered necessary by the arbitration awards.

In the event of any disagreements or misunderstandings arising in carrying out the terms of the above recommendations, the services of the Board will be available at any and all times if desired by the parties.

The subcommittee of the employers' association at that time asked whether or not all of the trades, parties to the uniform agreement of June 27, 1919, were included in the recommendations, and the Board answered

in the affirmative. The employers' committee then stated that they were unanimously in favor of recommending the acceptance of the recommendations by the employers' association. The employees' committee agreed to refer the matter to its association. On Saturday, April 2, the Board was informed by the secretary of the employees' association that the association had on April 1 accepted the recommendations. On Monday, April 4, the Board received official notice from the employers' association that the board of councillors had voted not to accept the recommendations for the reason that it had "definitely ascertained" that not all the trade unions of the employees' association, parties to the agreement of June 27, 1919, had accepted the recommendations. The Board immediately requested and held a conference with the committee of the employers' association. On April 7 the Board received official communication from the employers' association accepting the recommendations of the Board, with the qualification, in substance, among others, that under the recommendations of the Board all trades must give written assurance of their acceptance.

At the final conference on April 13 the employers' committee stated that all the employers were prepared to join in the recommendations. It appeared, however, that two of the trades, members of the employees' association, had voted not to join in the recommendations, and that there was a doubt as to the position of one or two others. The employees' committee requested the employers' committee to enter the arbitration as provided for in the recommendations of the Board without these trades, and agreed, as specified in the terms of the uniform agreement, not to lend aid, comfort or support to any of these trades if a controversy arose. They further agreed to substitute on the trade boards representatives for those trades which declined to join in the arbitration. The Board asked the employers' committee to present these requests to the board of councillors at the meeting on April 14. On April 14 the board of councillors passed the resolutions which were the next day published in the press.

On April 27 the Board received a copy of the resolutions adopted by the employees' association, reaffirming its action in accepting the recommendations of the Board and specifying therein that "we agree to work with any help obtainable by the employers of those trades that will not enter into this plan of arbitration. . . ." There was also submitted a list of the trades which had subscribed thereto, which, the Board is informed, included all of the trade groups of the employees' association except those of the electricians, plasterers and plumbers.

In conclusion, the issues in this controversy, generally speaking, involved wages, hours and working rules and conditions. The Board finds no justification for the increases in wages originally demanded by the employees' association, and further, is of opinion that not sufficient and proper consideration was given by the employees' association to the oral offer of the employers' association through its committee, and that, with

reasonable and proper concessions made on the part of both associations, this offer should have given a basis for adjusting this controversy.

The Board, however, after a careful examination of all the facts and evidence, is of opinion that it is not justified in deciding that either of the associations is mainly responsible or blameworthy for the existence of this labor controversy.

As to the strike on the part of the employees designated in the trade group as plasterers, which occurred the first of the year, the Board decides that the employees in this trade group are mainly responsible for the existence of that labor controversy.

As to the continuance of this labor controversy, the Board decides that the employees, members of those trade groups which declined to join with the employees' organization with which they were affiliated, to wit, the trade groups known as electricians, plasterers and plumbers, are mainly responsible for the continuance of this labor controversy.

Subsequent to making the recommendations of March 29, the Board ascertained that the bricklayers' union, so called, had not been affiliated with the employees' association since September, 1920. As the bricklayers' union is not affiliated with the employees' association, and has expressed a willingness to arbitrate the existing differences, the Board is not justified in including the bricklayers in the group named as being mainly responsible for the continuance of this labor controversy.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

MOORE DROP FORGING COMPANY — SPRINGFIELD.

The following report was issued on November 30: —

Report of investigation of the labor controversy between the Moore Drop Forging Company of Springfield (hereinafter called the company) and employees, for the purpose of determining who is mainly responsible or blameworthy for the existence or continuance of the same.

This controversy came to the attention of the Board about the middle of December, 1920. Prompt attention was given thereto, interviews being held with the representatives of the company and of the employees to ascertain the cause thereof. These interviews were continued for several weeks, the Board endeavoring during this period to conciliate the differences.

The company operates two factories, one in Springfield and the other in Chicopee, employing at the time of the labor controversy about 500 men. While previously there had been some differences relative to a proposed reduction of wages, it is recognized by both the company and the employees

that the controversy arising on the eighth day of December, 1920, resulting in the cessation of work on that and subsequent days of about one-third of the employees, arose mainly by reason of the company's introducing a system to be effective December 13, 1920, known as the individual contract, under which system employees were to sign a contract in order to remain in the company's employ. Under one of the provisions of this contract the employees surrendered their right to remain or to be members of a trade union. Of the employees who ceased work, some were discharged, some laid off and others declined to continue to work under this system.

Failing to conciliate the differences and being unable to effect an agreement on the part of the company to submit the differences to arbitration (the representative of the employees having offered to arbitrate), the Board gave notice on January 18, 1921, that on January 24 a hearing would be held at the City Hall, Springfield, for the purpose of investigating the controversy and ascertaining under the statute "which of the parties thereto is mainly responsible or blameworthy for the existence or continuance of the same."

On January 19 the company filed a bill in equity in the Supreme Judicial Court for the county of Hampden against the officers and members of the trade unions of which the former employees were members, seeking to enjoin interference with its business. The company contended that upon filing of this bill the Board ceased to have "any legal right to investigate or hold a public hearing in reference to a controversy the subject-matter of which was already in litigation in the courts." Pending the decision of this issue, and with the advice of the Attorney-General of the Commonwealth, the Board gave notice that the adjourned hearing would be held on February 15. The company thereupon brought a bill in equity in the Supreme Judicial Court to restrain the members of the Board from holding this hearing, pending which the hearing scheduled for February 15 was further adjourned. A hearing on this bill was held before a single justice, who dismissed the bill, and the company took an appeal to the full court. Pending this appeal the adjourned hearing was held at Springfield on March 3 and 4, evidence being presented by former employees and their representatives, while the company declined to present any evidence or permit its officers to testify. Pending a decision of the Supreme Judicial Court no further action was taken.

About the middle of September the Supreme Judicial Court rendered a decision, sustaining the ruling of the single justice dismissing the bill against the members of the Board, the effect of the decision being that the Board was not ousted of its jurisdiction to investigate the labor controversy merely because legal proceedings were pending. In coming to this conclusion the court held, however, that the Board in its investigation must not deal with issues involved in the pending litigation or with established principles of law.

The Board then gave notice of a further hearing, understanding that the company would be represented and evidence given by its officers. The company then raised the contention that the Board had no right to proceed further with the investigation as there was no labor controversy. This hearing was held at the City Hall, Springfield, on Thursday, October 27, at which time both parties offered evidence upon the issue of whether there was any labor controversy and also upon the issues involved in the original controversy. The Board since that time has made an investigation of the conditions existing in the company's factories.

After a careful examination of the evidence and the facts in its possession, the Board finds that there is no labor controversy justifying further proceedings on its part, either of investigation or for placing the responsibility for the original controversy.

By the Board,

EDWARD FISHER, *Chairman*.

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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

OF THE

BOARD OF CONCILIATION AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1922



The Commonwealth of Massachusetts

Mass.: DEPARTMENT OF LABOR AND INDUSTRIES: *Board*
of conciliation and arbitration

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FOR THE

YEAR ENDING NOVEMBER 30, 1922



PUBLICATION OF THIS DOCUMENT

APPROVED BY THE

COMMISSION ON ADMINISTRATION AND FINANCE

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NOV. B. 1913

STATE HOUSE, BOSTON

State Officials

OFFICIALS

OF THE

DEPARTMENT OF LABOR AND INDUSTRIES

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE DIVISION OF MINIMUM WAGE AND THE BOARD OF CONCILIATION AND ARBITRATION.)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

Office

ROOM 472, STATE HOUSE

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1922

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REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION.

To the Commissioner of Labor and Industries.

Following is a summary of the work of the Board of Conciliation and Arbitration for the year ending November 30, 1922.

At the beginning of the year there were 409 joint applications for arbitration pending. (The explanation for so many applications pending is given under the heading "Arbitration.") During the year 183 joint applications were filed, making a total of 592. Five normality petitions were also filed and five certificates were granted. Of the arbitration cases, 10 were settled by the parties involved, 537 decisions were rendered, and four cases were either abandoned or withdrawn; 41 are pending.

CONCILIATION.

The established policy of the Board to secure, in so far as possible, information relative to threatened labor controversies and to endeavor to prevent the same, has been amply justified during the year, as in many cases adjustments have been secured where otherwise labor controversies would undoubtedly have resulted. In addition, the Board in many instances has been in communication with the parties, ready to advise and assist if they were unable to adjust their differences.

During the year the Board has investigated and acted as conciliator in 48 cases, a great majority of which have been adjusted. In all, about 500 employers and approximately 30,000 employees were involved.

Of the many labor controversies, both actual and threatened, which have engaged the attention of the Board during the year, the one which assumed the greatest magnitude was the strike in the textile industry, a brief statement of which follows:

Textile Industry. — During the months of February and March strikes in this industry occurred in Attleboro, Fitchburg, Lawrence, Lowell, Methuen and Ware. Later other strikes followed in some of these places and elsewhere within the Commonwealth. In almost all instances the mills where the strikes occurred continued in operation with a reduced number of employees, but in a majority of cases closed after operating a few days or weeks. In all, about 18,000 employees were directly involved in the strikes. The cause of this labor controversy was a reduction in wages — in a majority of cases of 20 per cent. The issue was one of wages only, no question of hours being involved; as the mills in this Commonwealth had been for some time operated upon a 48-hour week basis.

It is generally considered that the wages of the employees in this industry were low previous to the war, but during the war and for a period thereafter increases were granted at various times and in various amounts, which, added together, amounted to about 105 per cent in a majority of cases. These increases, however, being what is commonly called pyramided, — that is, granted one upon another — the actual increase was about 178 per cent over and above the pre-war wages. During this period, however, there was a reduction in hours from 54 to 48 per week. During the latter part of 1920 and the early part of 1921 a general reduction in wages of about 22½ per cent was made in this industry.

The controversy centered to a great extent in Lawrence, where a majority of the striking operatives were employed. The Board interviewed representatives of the

employers and employees and used its utmost efforts to secure an adjustment. The employers, however, took the position that in order to continue manufacturing it was necessary to make this reduction and declined to consider any modification whatsoever or to submit the differences to arbitration. Assurance was given by one company at the time of announcing the reduction in wages that regardless of the depression in business its mill would continue full-time operation with its full force of employees if they would continue to work. A strike, however, followed. Assurances by some of the other companies announcing a reduction in wages were to the effect that they would restore wages if restoration were made later in places where strikes were in progress. Such assurances met with a favorable response on the part of the employees in some instances, and in others strikes followed. In one instance the mill closed.

At the time of this controversy, although a few crafts were well organized, a great majority of the employees were not members of trade-unions. Although the Board in its investigation ascertained that in most instances the representatives of organized employees were ready to discuss terms of adjustment, they were all opposed to continuing at work under the proposed reduction. The representatives of one organization of employees publicly offered to submit the differences to arbitration. The representatives of another declined so to do. The Board understood that the representatives of the other organizations were prepared to submit their differences to arbitration if the employers would agree to do so.

Under date of June 23, one of the mills in Lawrence, which employed more than half of the operatives on strike in that city, announced that it would resume operations and that on October 2 the question of wages would be submitted to a committee named, composed of three members, with full power to restore such portion of the wage decrease as might be found warranted and with the right to make its determinations retroactive. This proposition did not prove acceptable to the employees and later other propositions were offered, modifying to some extent the previous ones. These also did not prove acceptable. Under date of August 22 a further announcement was made by this mill that work would be resumed under the wage-scale in effect previous to March 27, the date of the strike, with a reservation that the wages in one department might be re-opened after December 1. This offer proved acceptable to the employees, and work was resumed early in September.

As was anticipated, the adjustment in this mill resulted in a settlement in the other mills in Lawrence, through a restoration of wages in effect previous to the strike. A like restoration of wages in all other places where reductions had been made soon followed, regardless of whether there had or had not been a strike. In many of the other manufacturing centers, notably Fall River and New Bedford, no reduction in wages was made, the mills continuing in operation with reduced forces and hours. In other centers reductions of 10 per cent and even 20 per cent were made without a strike resulting.

ARBITRATION.

The Board during the year has rendered decisions upon 537 joint applications for arbitration; the greatest number ever presented to the Board in any one year being filed. These, as in former years, have been chiefly in the boot and shoe industry. The reason that so many applications were pending at the beginning of the year is the fact that, with one exception, it was recognized that they were more or less related, involving substantially the same issues, and it was deemed advisable to hold hearings thereon, in so far as practicable, at about the same time. In fact, by mutual agreement of the interested parties, the hearings were all held at one time, occupying only a single day.

Following is a list of industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, also a list of industries investigated by the Board as a conciliator, with the matters in controversy.

The Board again takes this opportunity to extend to the parties with whom it has had dealings, either personally or through its agent, its most sincere appreciation of their assistance and co-operation. It trusts and believes that a continuance of these relations will inure to the benefit of the Commonwealth.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

CONCILIATION.

Industries Affected.

Baking	Paper
Barber	Poultry
Bleachery	Retail Stores
Building	Restaurant
Coal	Sheet-metal
Clothing	Shoes
Engraving	Shovels
Fishing	Tanning
Foundry	Textile
Granite	Transportation
Heel-making	Wool-scouring
Milk	

Principal Differences.

Discharge	Wages
Conditions	Non-union employees

ARBITRATION.

Industries Affected.

Issues Arbitrated.

Boxmaking	Wages
Clothing	Wages
Coal	Wages and conditions
Shoes	Wages
Transportation	Wages and conditions

FINANCIAL STATEMENT.

	1922 Appropriations.	Expenditures.	Unexpended Balance.	1923 Estimated Expenditures.
Personal services	\$16,000 00	\$15,655 00	\$345 00	\$16,000 00
Expenses	6,000 00	5,049 65	950 35	6,000 00
Totals	\$22,000 00	\$20,704 65	\$1,295 35	\$22,000 00

Respectfully submitted,

EDWARD FISHER,
HERBERT P. WASGATT,
SAMUEL ROSS,
Associate Commissioners.

NORMALITY CASES.

Certificates of normality of business were issued to the following-named petitioners: American Leather Goods Company, Inc., Boston; Boston Nickel Plating Company, Boston; H. E. Fletcher Company, Westford; Hallet & Davis Piano Company, Boston; S. Slater & Sons, Inc., Webster.

PREFACE.

Heretofore in printing its decisions in the annual report the Board has printed each decision with the introduction in full, a portion of the introduction being in each instance where expert assistance was used as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties . . .

In order to avoid unnecessary printing and make the report more compact, this portion of the introduction and the words at the end of each decision, "By the Board," etc., are omitted. In decisions where expert assistance is not utilized the introduction is printed in full.

Skiving:	Per 12 Pairs.
Pattern 676, top and strap, all around	\$0 30
Pattern 677; patent leather, overlap and top	10
Seamless three-strap, overlap and top	20
Seamless three-strap, vamp	04
Edging vamp on patent leather, patterns 675 and 679	06
Beveling linings	06
Acme backing, extra	01

	Per 12 Pairs.
Hand pressing:	
Pattern 676, three-strap quarter, all around	\$0 90
Seamless three-strap, top and overlap	42
Pattern 677, patent leather top	20
Seamless three-strap, patent leather top	20
Perforating:	
Pattern 677; quarter, foxing and lace	21
Top and lace on Sally two-strap, including strap	21
Imitation panel	22
Vamp on Sally two-strap	15
Top stitching:	
Sally two-strap	1 08
Pattern 676, three-strap	78
Seamless three-strap	78
Vamping seamless three-strap	60
Lining-making, Sally two-strap	18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

KNIFE BROTHERS, INC. — HAVERHILL.

DECEMBER 8, 1921.

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill, and employees. (460)

The Board awards that the following prices shall be paid by Knife Brothers, Inc., to its employees at Haverhill for the work as there performed: —

	GOODYEAR WORK.	Per Week.
Cutting department:		
Outside cutting		\$40 92
Crimping (experienced employees)		22 50
Cloth-lining cutting:		
By hand		36 52
By machine		28 60
Trimming cutting		28 60
Block cutting		27 00
Moccasin innersole cutting		22 50
Top cutting		34 32
Skiving		21 60
Stitching department:		
Sample stitching		22 50
Fancy stitching		20 25
Floor girls		20 25
Cobbling		20 25
Lasting department:		
Putting up lasts and uppers		26 50
Crowning		28 00
Welt department:		
Tack inspecting and checking shoes		23 00
Cobbling		27 00
Sole-leather department:		
Casing outsoles, first man		28 00
Toplift sorting and moulding		22 00
Stock rolling and splitting		22 50
Re-dieing innersoles		24 00
Treeing and packing department:		
Inspecting shoes		20 00
Repairing:		
Gun metal		21 00
Tan		20 00
Dressing		20 00
Operations other than those specified, 10% reduction.		

	Per 12 Pairs.					Wing	Back-
	Vamp.	Tip.	Top.	Foxing.	Fly.	Tip.	stay.
Cutting by machine:							
Whole-quarter blucher	\$0 26	\$0 06	\$0 21				
Straight foxed blucher	26	06	16	\$0 10			
Seamless blucher	26	06	16				
Seamless bal.	26	06	16				
Plain-toed bal.	26		16				
Seamless button	26	06	16		\$0 06		
Congress	26	06	21				
Plain-toed Congress	26		21				
Foxed button bal.	26	06	16	10	06		
Plain-toed blucher	26		21				
Straight foxed blucher, plain-toed	26		16	10			
Seamless bal., pattern 216:							
Black calf	26		16			\$0 09	
Colored calf; extra, \$0.07	26		16			09	
Blucher oxford	26	06	12				
Straight foxed blucher oxford	26	06	12	10			
Seamless button oxford	26	06	13		05		
Circular-seam, foxed button oxford,							
foxing and tip	26	06	13	10	05		
Circular-seam oxford	26	06	12				
Colored whole-quarter blucher; extra,							
\$0.07	26	06	21				\$0 05
Colored button bal., extra, \$0.07	26	06	16		06		05
Prince Albert, plain-toed	24		22				
Southern tie, plain-toed	24		21				
Colored, $\frac{3}{8}$ seamless, foxed bal.; extra,							
\$0.07	26	06	16	10			
Dover foxed bal.	26	06	16	10			
Other colored shoes; extra, \$0.07.							

	Per Hour.	
Outsides	\$0 93	
Tops	78	
Innersoles	51 $\frac{3}{4}$	

	Per 12 Pairs.	
	Top.	Fly.
Tops:		
Blucher or bal.	\$0 16	
Button	16	\$0 06
Button oxford	13	05
Congress	21	
Blucher oxford	12	
Circular-seam oxford	12	
Circular-seam, foxed button oxford	13	05
Seamless button oxford	13	05
Straight foxed blucher oxford	12	

	Vamp.	Tip.	Top.	Foxing.	Fly.	Wing Tip.	Holes.	Back- stay.
Cutting by hand:								
Whole-quarter blucher . . .	\$0 39	\$0 10	\$0 29					
Straight foxed blucher . . .	39	10	23	\$0 15				
Seamless blucher . . .	46	10	25					
Seamless bal. . .	44	10	23					
Plain-toed bal. . .	47		23					
Seamless button . . .	44	10	25		\$0 08			
Congress . . .	44	10	29					
Plain-toed Congress . . .	47		29					
Foxed button bal. . .	40	10	25	15	08			
Plain-toed blucher . . .	42		29				\$0 04	
Straight foxed, plain-toed blucher . . .	42		23	15			04	
Seamless bal., pattern 216:								
Black calf . . .	44		23			\$0 17	16	
Colored calf; extra, \$0.11 . . .	44		23			17	16	
Blucher oxford . . .	37	10	19					
Straight foxed blucher oxford . . .	38	10	20	15				
Seamless button oxford . . .	44	10	21		08			

	Vamp.	Tip.	Top.	Foxing.	Fly.	Wing Tip.	Holes.	Back- stay.
Cutting by hand — <i>Con.</i>								
Circular-seam, foxed button oxford, foxing and tip	\$0 37	\$0 10	\$0 22	\$0 15	\$0 08			
Circular-seam oxford	37	10	19					
Colored whole-quarter blucher; extra, \$0.11	39	10	29					\$0 06
Colored button bal.; extra, \$0.11	44	10	25		08			
Prince Albert, plain-toed	44		30					
Southern tie, plain-toed	44		29					
Circular-seam oxford, plain-toed	40		19					
Saddle foxed bal.	40	10	23	15			\$0 10	
Saddle No. 1, \$0.12; saddle No. 2, \$0.24.								
Seamless oxford	44	10	20					
One-half seamless bal., foxed	39	10	23	15			02	
Dover foxed bal.	39	10	23	15				
Circular-seam, foxed oxford, style 6	37	10	20	15				
Foxed oxford, Andover	37	10	20	15			02	
Dexter bal.	39	10	29					
Colored shoes; extra, \$0.11:								
Swag circular-seam oxford, wing tip	37	23	19				10	
Brogue foxed oxford, wing tip	37	30	20	15			12	
Alamo oxford	37	10	19				10	
Dexter oxford	37	10	19					
Swag circular-seam bal., wing tip	37	23	29				10	
Andover foxed bal.	39	10	23	15			02	
Hockey, circular-seam oxford, wing tip	37	30	19				16	
Raglan, circular-seam bal., wing tip	39	17	29				06	
Hockey, circular-seam bal., wing tip	37	30	29				16	
Other colored shoes, extra, \$0.11.								
Outside facing, \$0.10.								

	Per Hour.
Outsides	\$0 93
Tops	78
Innersoles	51 ³ / ₂

	Top.	Per 12 Pairs. Fly.	Holes.
Tops:			
Blucher or bal.	\$0 23		
Button	25	\$0 08	
Button oxford	21	08	
Congress	29		
Cloth button	14		
Cloth bal.	12		
Milo blucher	23		\$0 04 (2)
Berkeley button	25	13 ¹ / ₂	06 (3)
Tango blucher	23		08 (4)
Blucher oxford	19		
Circular-seam, foxed button oxford	22	08	
Seamless button oxford	21	08	
Straight foxed blucher oxford	20		
Wala button	25	08	06
Saddle foxed bal.	23		04
Berkeley blucher	23		06

	Per 12 Pairs.
Stitching department:	
Perforating:	
Tips on plate	\$0 01 ¹ / ₂
Lace row, vamps, etc., one operation	Per hour, \$0 45
Foxing, on plate or machine (29M)	Per hour, 45
Pinking tips	Per hour, 45
Scalloping tips	Per hour, 45

Per 12 Pairs.

Stitching department — *Con.*

Stamping:

Linings, case number and size	\$0 01 $\frac{1}{4}$
Innersoles, "Patent applied for"	01 $\frac{1}{4}$
Heel-pods	02 $\frac{3}{4}$
Case number on innersoles	01
Faced oxford linings	02
Goodyear innersoles by hand (union stamp)	01 $\frac{1}{4}$
Stock number on linings	01
Marking linings (pen and ink)	02
Marking vamps for tips and quarters	02 $\frac{1}{4}$
Marking center on vamps	02 $\frac{1}{4}$
Punching linings for heel stays	01 $\frac{1}{4}$
Punching faced oxford linings	01 $\frac{1}{2}$
Marking gores	01 $\frac{1}{4}$
Folding Congress linings	02
Marking lace rows:	
No. 9	02 $\frac{1}{2}$
9-41	05
63 blucher	03 $\frac{3}{4}$
77-28	02 $\frac{3}{4}$
8 blucher	03
108 oxford, double mark	04 $\frac{1}{2}$
88 blucher	04
63 oxford	04
103	05 $\frac{1}{4}$
97 blucher	04 $\frac{1}{2}$
102-112-110	05
88 oxford	04 $\frac{1}{2}$
20	03 $\frac{1}{4}$
8 oxford	03 $\frac{1}{4}$
105 oxford	03
100 blucher or bal.	04 $\frac{1}{2}$
0-01	03 $\frac{1}{2}$
9-0	05
42-42 $\frac{1}{2}$	03 $\frac{1}{2}$
4	03

Doubling:

Short vamps	02 $\frac{1}{4}$
Long vamps	03
Bal. or blucher tops	03 $\frac{3}{4}$
Oxford tops	02 $\frac{1}{2}$
Oxford quarters	03 $\frac{3}{4}$
Foxings	02 $\frac{3}{4}$
Tips	01 $\frac{1}{4}$
Covering perforated tips	01 $\frac{1}{2}$
Vamp pieces at throat	01 $\frac{1}{2}$
Toe pieces for box toe	01 $\frac{1}{2}$
Eyelet stays, by machine	03
Backstays, No. 3 only	01 $\frac{1}{4}$
Lining tongues	02
Vici tops or vamps, extra	00 $\frac{1}{4}$
Backing for lace-row perforation	03
Button stays, by machine	03
Side pieces, paper, blucher vamps	03 $\frac{1}{2}$
Stitching toe butts	03 $\frac{1}{4}$

Stitching tips:

Regular	05
Army seamless blucher	05 $\frac{1}{2}$
Wing	
Per hour, \$0 45	
Pointed, No. 043	Per hour, 45
Corded:	

One row, Union Special machine	05 $\frac{1}{2}$
Second row, 2d operation	03 $\frac{1}{2}$

Leather box	05 $\frac{1}{4}$
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Closing, without welt:

Tops:

Blucher, bal. or button, No. 7 backstay	03
Blucher or bal., whole quarter	03 $\frac{1}{4}$
Southern tie	02 $\frac{3}{4}$
Oxford quarters	03
Foxings	03
Bal. vamps:	
One seam	03 $\frac{1}{4}$
Two seams	06 $\frac{1}{2}$

Per 12 Pairs.

Stitching department — *Con.*Closing, without welt — *Con.*

Leather linings	\$0 03
Button fly, Singer machine	05½

Closing, with welt:

Vamps:

One seam	04
Two seams	07
Oxfords, one seam	03¾
Foxings	03¾
Prince Albert	04

Stitching lace rows:

Single-needle machine:

No. 9	05½
63, one row	10
8, one row	08
88, one row	12
0-01	10
88, two rows	20½
63, two rows	13½
20, one row	08½
100, one row	13
4, one row	06¾
102, one row	13½
42, one row	08½
42½, one row	08
9-41, one row	09½
110, one row	13

Double-needle machine:

63, two rows	12
0-01, two rows	11
9, two rows	06
20, two rows	10½
88, two rows	14
100, two rows	15½
8, two rows	10
97, two rows	35
4, two rows	08
102, two rows	16
102, four rows	32
42, two rows	10½
42½, two rows	10
9-41, two rows	11
110, two rows	15

Stitching tongues:

Blucher	05
Blucher, and holding lining	06½
Bellows tongue, two rows	15
Stitching lining on tongues	04½

Rubbing down:

By machine:

Blucher or bal. tops	01½
Button tops, front and back	02½
Button tops, back	01½
Vamps	01
Foxings	01

By hand:

Whole-quarter blucher, 16½ backstay	02
Oxfords	01½
Leather linings	01¾
Vamps:	
One seam	01½
Two seams	02½
Army seamless	01½

Staying:

Foxings	03
Bal. vamps:	
Two seams with tape	08½
One seam with tape	04½
Alta bal., full-length back seam	04½

Stitching backstays:

No. 7 or No. 6 oxford or bal.	07
3	06½

Per 12 Pairs.

Stitching department — *Con.*Stitching backstays — *Con.*

15 or 16½, whole-quarter blucher or bal.:

Including holding strap \$0 12

Without strap 10½

17, two rows 13½

5 army 07

Hooking:

With stay 04

Without stay 03

On top of eyelet Per hour, \$0 45

Large nickel hooks by hand Per hour, 45 08

Pressing, by machine:

Blucher, No. 6 fitting 07½

Blucher fronts, No. 5 fitting 05

Bal. fronts 05

Blucher oxfords 07½

Blucher or bal., No. 15 fitting 05½

Bal., No. 6 fitting 06½

Button bal., No. 6 fitting, one operation 07

Circular-seam oxford 05

Tips 01

Congress, front and back 08

Prince Albert, front and back Per hour, \$0 45

Southern ties Per hour, 45 05½

Button oxford 06½

Bal. vamp 05

Button fly 04

Cementing for pressing, except tips

Cementing tips for pressing 02½

Pressing, including cementing:

Blucher, No. 6 fitting 10

Blucher fronts 07½

Bal. fronts 07½

Blucher oxford 10

Button oxford 09½

Blucher or bal., No. 15 fitting 08

Bal., No. 6 fitting 09

Button bal., No. 6 fitting, one operation 10

Circular-seam oxford 08½

Tips 03

Congress, front and back 11

Southern-tie quarters Per hour, \$0 45

Prince Albert, front and back Per hour, 45 08

Bal. vamp 08½

Button fly 06½

Stitching foxing 13

Stitching foxing or vamp, one blind row under perforation Per hour, \$0 45

Making linings:

Bal., stitching stay and holding tongue 15½

Button, stitching heel stay 12

Blucher, stitching across heel stay 13

Blucher oxford 06½

Circular seam oxford 13

Leather-faced oxford 15½

Button oxford 09

Congress Per hour, \$0 45

Blucher or bal., leather, one seam 03

Stitching inside heel stay 05

Trimming top facing 01

Stitching on top facing, Rapid machine 03½

Stitching inside labels Per hour, \$0 45

Stitching facings:

Outside facings Per hour, \$0 45

Regular bal. 06

Tango top facing or collar Per hour, \$0 45

Pinked or perforated, two rows, single-needle Per hour, 45 07½

Oxford Per hour, 45 03

Stitching around top, cloth button boot Per hour, 45 04

Stitching flexible innersoles 10

Cementing:

Flexible innersoles 04

Dixie innersoles 03½

Per 12 Pairs.

Stitching department — *Con.*Cementing — *Con.*

Cushion innersoles, including marking sizes and turning down edges	Per hour, \$0 45	\$0 17
Lining for cording		01 $\frac{3}{4}$
Cording, complete job		06 $\frac{3}{4}$
Cementing for cording		01 $\frac{3}{4}$
Closing on		05
Top-stitching:		
Bal., No. 4 or No. 5 backstay:		
Without V		13
Without V, pressed front		13
Bal., No. 3 backstay		13 $\frac{1}{2}$
Button oxford, leather lining		16
Blucher oxford, leather lining		15
Button bal., including turning		15 $\frac{1}{2}$
Blucher bal.		14 $\frac{1}{2}$
Southern tie		21 $\frac{1}{2}$
Circular-seam oxford, leather lining		13 $\frac{1}{2}$
Berkeley or Wala button:		
Including extra row on button-fly		27
V, extra		01
Including extra row on button-fly and turning (top corded)	Per hour, \$0 45	17
Plain or pressed blucher, bal. or button, held on		21 $\frac{1}{2}$
Army blucher, bellows tongues		40 $\frac{1}{2}$
Extra row:		
Button		02
Other shoes		02 $\frac{1}{4}$
Fitting Congress	Per hour, \$0 45	29
Fitting Prince Albert	Per hour, 45	15
Siding-up Congress	Per hour, 45	13
Eyeletting:		
Regular eyelets:		
5		03 $\frac{1}{2}$
6		03 $\frac{1}{2}$
10		05 $\frac{1}{4}$
Invisible eyelets:		
5		03 $\frac{1}{2}$
6		03 $\frac{1}{2}$
10		05 $\frac{1}{4}$
Eyelets under hooks	Per hour, \$0 45	03
Setting large nickel eyelets by hand	Per hour, 45	05 $\frac{1}{4}$
Setting second eyelets by hand	Per hour, 45	05 $\frac{1}{4}$
Trimming:		
Blucher, for vamping		01 $\frac{3}{4}$
Top facing on lining		02 $\frac{1}{2}$
Buttonholes		01 $\frac{3}{4}$
Backstay, No. 40 fitting		01 $\frac{3}{4}$
Side facing for cording		02 $\frac{1}{2}$
Blacking edges, plain		01 $\frac{3}{4}$
Sizing quarters		00 $\frac{3}{4}$
Sizing vamps		01
Matching vamps and quarters for vamping		01
Working buttonholes; Reece, Rapid or United machine;		
\$0.05 per 100	Per hour, \$0 45	
Marking for buttons	Per hour, 45	03 $\frac{1}{2}$
Marking for buttonholes, samples	Per hour, 45	04
Finishing buttonholes	Per hour, 45	03
Finishing buttonholes, oxfords	Per hour, 45	01 $\frac{1}{2}$
Sewing buttons:		
Bal.	Per hour, 45	03
Oxford	Per hour, 45	02
Stitching tape on button-fly:		
Bal.	Per hour, 45	02
Oxford	Per hour, 45	01 $\frac{1}{2}$
Vamping:		
Bal., button or Congress, double-needle machine:		
Two close rows		35 $\frac{1}{2}$
Two space rows		35 $\frac{1}{2}$
Blucher, bal. or oxford, double-needle machine:		
Two close rows with bar		23
Two space rows, no bar		18 $\frac{1}{2}$
Seamless blucher with bar		35 $\frac{1}{2}$
Blucher, two close rows, no bar		18 $\frac{1}{2}$

Per 12 Pairs.

Stitching department — *Con.*Vamping — *Con.*

Blucher, single-needle machine, two rows with bar	\$0 34
Regular circular-seam bal., oxford or brogue, foxed, two rows	21
Regular circular-seam bal. or oxford, double-needle machine, four rows	40
Button, circular-seam oxford or Prince Albert, including holding tongue	21
Regular circular-seam oxford, bal. or brogue, foxed, single-needle machine, two rows	31
Bal., button or Congress, two rows, close or space, Beacon doubler vamp	35½
Perforated bal., single-needle machine, two rows	48
Army seamless blucher, with bar:	
Double-needle machine, four rows	75
Single-needle machine, two rows	56
Circular-seam bal. or oxford, Kosmo, Alta, Alamo, Eton, Kosdex, Dexter, Rodex; 11, 12, 13, 14, 18, 19, 10, 15; double-needle machine	27
Single-needle machine	45
Wana hockey oxford or bal. brogue:	
Double-needle machine:	
Two rows	24
Four rows	45
Single-needle machine, two rows	35
Barring:	
Whole-quarter blucher front, two bars	04½
Foxed blucher back or regular bal., one bar	02½
Button front or back, two bars	04
Button-fly, one bar	02¾
Gumming toes	03½
Machine or hand lacing, with string:	
Bal. or bal. oxford	03½
Blucher or blucher oxford	02¾
Ellis lacing by hand, blucher, one eyelet	02½
Buttoning	05½

Lasting department:

Tacking innersoles:	
Gem, five tacks	03½
Flexible, nine tacks	05½
Assembling, by hand or machine:	
Including sizing, pasting and tacking counter	13
Leather box, extra	02¾
Trimming heelseats, wetting tips and chalking lasts	03½
Pulling-over	16½
Side lasting	13
Spindling, extra	03
Bed lasting, including pounding heelseats	40
Army seamless blucher, heavy tan winter or farm shoe (shoulder), extra	03
Leather box, extra	03½

Making department:

Trimming toes	02½
Upper stapling, sides and toes	03
Side-tack pulling, felt box; side tacks, counter tack and wire	06
Knocking tacks in butts, by machine:	
Gem innersoles	\$0 01¾
Tacking shanks by machine	01¾
Filling bottoms	03
	06½
Flexible innersoles	\$0 01¾
Filling bottoms	04
	05¾
Cementing bottoms	02
Laying outsoles	05¾
Nailing heelseats:	
Regular work	03
Rubber soles	04
Double soles	04
Full rubber doubler and heel piece	04
Welting:	
Regular work	22
Rubber welt, double price	
Pulling innersole tacks:	
Gem, five tacks	03½
Flexible, nine tacks	04¾
Trimming innerseams:	
New machine	04¾
Old machine	05
Beating welts	02¾

		Per 12 Pairs.
Making department — <i>Con.</i>		
Trimming butts		\$0 03
Roughrounding, regular work		12 $\frac{1}{4}$
Roughrounding, around heel		18 $\frac{3}{4}$
Channel turning		03
Rapid stitching:		
Black stitch		26
White stitch		29
Around heel, 1 $\frac{1}{2}$ price.		
Rubber welt, double price.		
Cementing channels		03
Laying channels		03 $\frac{1}{2}$
Separating stitches		04 $\frac{1}{4}$
First wheeling		03 $\frac{1}{4}$
Trimming heelseats		03
Beating out	\$0 06	
Cutting strings, pulling lasts and getting racks	04	
		10
Nailing heels:		
Leather		08 $\frac{3}{4}$
Bases		07 $\frac{1}{4}$
Rubber, by machine		08 $\frac{3}{4}$
Rubber, by hand, five and seven holes		11
Placing rubber heels by hand		02 $\frac{3}{4}$
Cementing rubber heel bases		01 $\frac{1}{2}$
Slugging heels:		
Regular work		03 $\frac{1}{2}$
Two rows		07
Shaving heels:		
Regular work		05 $\frac{1}{2}$
Rubber		06
Breasting		04
Rough-scouring heels		04 $\frac{1}{2}$
Nailing shanks		02 $\frac{3}{4}$
Scouring breasts		02 $\frac{1}{4}$
Edgetrimming, including jointing and randing		33
Smooth-scouring heels:		
One paper		03
Two papers		04
Edgesetting, including blacking and brushing		19
Blacking heels		01 $\frac{1}{2}$
Heel-burnishing:		
Copeland machine		05 $\frac{1}{2}$
Expedite machine		06 $\frac{1}{2}$
Second wheeling		02 $\frac{1}{2}$
Finishing department:		
Buffing, naumkeaging and brushing, all over:		
Regular work		12
Rubber heels		09 $\frac{1}{2}$
Painting:		
Forepart, shank, breast and top-lift		04 $\frac{1}{4}$
Forepart and shank		03 $\frac{3}{4}$
Forepart		02 $\frac{1}{2}$
Bleaching:		
Forepart, shank and top-lift		02 $\frac{3}{4}$
Forepart and shank		02 $\frac{1}{2}$
Forepart		02
Blacking:		
Forepart, shank, breast and top-lift		03
Shank, breast and top-lift		02 $\frac{3}{4}$
Shank and breast		02 $\frac{1}{2}$
Breast and top-lift		02
Shank		01 $\frac{1}{2}$
Breast		01 $\frac{3}{4}$
Staining and polishing, sediment stain:		
Forepart, shank and top-lift		08 $\frac{1}{2}$
Forepart and shank		07 $\frac{3}{4}$
Forepart		07 $\frac{1}{4}$
Waxing and polishing:		
Forepart, shank and top-lift		06
Forepart and shank		05
Forepart		04
Stripping edges:		
Forepart		02
Forepart and shank		03

		Per 12 Pairs.
Finishing Department — Con.		
Wheeling bottoms, across shank		\$0 01
Burnishing and scratching slugs:		
Shank and top-lift		06½
Black bottom all over		08
Top-lift		04
Burnishing shank and breast		04
Lining in heel-pods		02½
Treering department:		
Cabaretta		23
Velours		23
Gun metal or Texan calf		23
Vici (tan kid as colored vici)		23
Black elk (same as gun metal)		23
Glazed colt or cabaretta, as vici		23
Kangaroo calf or black winter calf		23
Satin calf		23
Colored elk, no dressing or ironing		27½
Tan Lotus or colored calf		30
Colored grain, Scotch, no dressing or ironing		27½
Patent colt		33
Tan mahogany		30
Colored shoes except vici, by hand or machine:		
Sized, tops of edges brushed, cleaned, ironed (ironed by hand if necessary when done by machine), one coat of dope, 50-50 or dressing applied: taken off, brushed and ragged		40
Polished as a separate job, \$0.09 less.		
Sized, tops of edges brushed, cleaned, ironed (ironed by hand if necessary when done by machine), one coat of dope, 50-50 or dressing applied: taken off and allowed to dry; second coat of dope, 50-50 or dressing applied; swung, brushed and ragged		45
Samples: per pair, \$0.05.		
Dressing and packing department:		
Dressing:		
All over, two coats, two handlings		05½
Gun metal vamps, two coats, two handlings		05
Tan vici, one coat		02½
Cordo calf, two coats, two handlings		05½
Lacing		03½
Buttoning		03½
Creasing vamps		01½
Brushing:		
Heels		\$0 01
Edges		01
Packing		03½
		05½

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

DECEMBER 23, 1921.

In the matter of the joint application for arbitration of a controversy between the L. Q. White Shoe Company of Bridgewater and treers. (228)

The Board awards that the following prices shall be paid by the L. Q. White Shoe Company at Bridgewater for the work as there performed (being the prices now paid):

	Per 24 Pairs.	
	Power Machine.	Hand Machine.
TREERING.		
Russia sides	\$0 99	\$0 99
Gun metal or velours	55	55
Black or tan vici	55	55
Box calf or box sides	45	45
Patent leather	726	726
Per week, \$28.80.		

TRIANGLE SHOE COMPANY — HAVERHILL.

DECEMBER 23, 1921.

In the matter of the joint application for arbitration of a controversy between the Triangle Shoe Company of Haverhill and employees. (489)

The Board awards that the following prices shall be paid by the Triangle Shoe Company to its employees at Haverhill for the work as there performed: —

Cutting department:	Per 12 Pairs.
Three-quarter-foxed Polish:	
Vamps	\$0 51
Quarters	27
Per hour, \$0.93.	
Extras:	
Black calf over black side or black sheep	06
Colored side over black side when cut as colors	06
Colored calf over black calf when cut as colors	06
Black kid or cabaretta over patent leather or side leather	12
Colored kid over black kid	12
Ooze calf over black calf or suede	12
Ooze cabaretta over cabaretta or suede	06
Colored ooze over black ooze or suede	06
Colored cabaretta over black cabaretta or sheep	06
Nubuck over black side leather	12
Colored Nubuck or white Nubuck when cut as colors	06
Genuine buck over Nubuck	12
Colored genuine buck over genuine buck	06
Small skins:	
25% of the skins under 4 feet; boots, colored low-cuts or seamless pumps	06
25% of the skins 3 feet or under; black low-cuts	06
Backed leather	06
Broken stock:	
Colored or black boot or seamless pump	15
Colored or black low-cuts	12
18 pairs or under, per width	12
Tips	12
Boot tongues:	
7 inches, pattern measurement	09
Over 7 inches, per inch	03
Oxford tongues	06
Heel covers	12
High-cut, per inch, quarters only	06
Facing for uniform cuts, 4 pieces (by order of the foreman)	06
Matchmarking; per piece, \$0.00 $\frac{1}{4}$	
Pricking; per hole, \$0.00 $\frac{1}{16}$	
Zinc patterns	06
Fabrics:	
Cut 4-thick, 50% of base price.	
Cut 2-thick, 75% of base price.	
Cut singly, full leather price.	
Samples, double price.	
Straight notches	00 $\frac{1}{16}$
Curved or V notches	00 $\frac{1}{8}$
Slots, per slot	00 $\frac{1}{8}$
Projections	03
Square throat, square-corner vamp	03
Irregular cut	03
Straps:	
Under $\frac{1}{2}$ inch in width, each	06
Extra length on small quarter, over 1 $\frac{1}{4}$ inches	03
Round or pointed; no extra.	
Diamond point	03
From 4 inches to 5 inches long, each	03
5 inches or longer, each	06
Combination jobs:	
Black boots or pumps with low-cuts (low-cuts the worker), on worker only	06
Two styles of black low-cuts (the smaller pattern the worker)	06
Same style (the poorer shoe the worker), on worker only	06
Full job, two styles of low-cuts (evenly divided), each pattern	06

		Per 12 Pairs.
Lasting department:		
Pulling-over:		
Vulco box, plain toe		\$0 45
Vulco box, tip		51
Gum box, plain toe		50
Gum box, tip		56
Operating Consolidated hand-method machine:		
Regular work		37
Using cutters, extra		03
Patent leather, extra		03
Spindling, extra		03
No. 94 last, extra		03
Pounding		09
Sole-laying		09½
Per hour, \$0.80.		
Over-time work (over 45 hours per week), 1½ price (by agreement).		
Samples, double price.		
Making department:		
McKay stitching, including wetting		14
Beating out, including cementing		13½
Loose nailing		04
Heeling:		
Single nailing		10
Double nailing		18
Nailing bases		08
Heel pricking		01½
Gluing base, extra		02
Slugging, 3 nails		03½
Heel shaving:		
Up to 1½		10
Louis heels		20
Breasting:		
Low heels		05
Low heels, rubber top		04
Louis heels		08
Breast scouring:		
Low heels		03
Louis heels		05
Heel scouring:		
Up to 1½		09
1½ to 1¾		10
Louis heels		18
Re-lasting		06
Edgetrimming		18
Edgesetting:		
One setting		16
Two settings		24
Randing, extra		03
Heel burnishing:		
Low heels		09
Louis heels		13
Buffing		12
Buffing, forepart and shank		10
Finishing:		
Shoes with rubber top-lifts		16
Shoes with leather top-lifts		18
Pulling lasts		03
Per hour, \$0.80.		
Stitching department:		
Skiving boots		12
Pressing vamps or tops		20
Cementing for pressing		05
Perforating:		
Lace row		08
Tips:		
Peerless machine		04
Singer machine		03
Stitching in tongues and toeing up		08
Top stitching:		
Regular work		24
Wave top		26
Making linings		14
Stamping linings		02
Fancy stitching:		
Tips		05
Lace row		10

	Per 12 Pairs.
Stitching department — <i>Con.</i>	
Cementing doublers	\$0 03
Staying:	
Vamp sides	04
Tops	05
Heels	04
Cut back, extra	01
Closing:	
Heels or sides	03½
Whole quarters	05
Polish quarters	04
Vamping	36
Marking tips	02½
Eyeletting	08
Lining tongues	09
Packing department:	
Lining in	05
Lining in with pad	07
Dressing, low-cuts	06
Lacing, one hole, and tying	05
Treeing	30
Packing:	
Per week, \$21.50.	
Per hour, \$0.47½.	

J. H. WINCHELL & CO., INC. — HAVERHILL.

DECEMBER 23, 1921.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (574)

The Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., to its employees at Haverhill for the work as there performed: —

	Per 12 Pairs.
Vamping:	
Bluchers:	
Matchmarked; no extra.	
With labels or printed top facings; no extra.	
Circular vamps:	
Golf bal., pattern No. 28	\$0 22
Du Barry, square throat and square corner:	
Plain	28
Perforated	32½
Aristo, perforated	25
Pinked edges; no extra.	
Closing leather quarter lining	03½
Assembling:	
Covered shoes; no extra.	
Leather boxes in russet shoes, extra	03
Perforated foxings; no extra.	
Pulling-over:	
Perforated tips, patterns Nos. 25, 29, 55, 56 or 57; no extra.	
Operating bed machine:	
Perforated tips, patterns Nos. 25, 29, 55, 56 or 57; no extra.	
Stitch-separating (new method)	08

METROPOLITAN COAL COMPANY — BOSTON.

JANUARY 5, 1922.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Coal Company, of Boston, and wharfmen. (1)

The issue, arising under the terms of an agreement between the Coal Exchange of Boston (of which the Metropolitan Coal Company is a member) and the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Local Union No. 68 (members of which are employees of the Metropolitan Coal Com-

pany), is whether or not twelve employees of the Metropolitan Coal Company are entitled to receive pay for October 12, 1921, a day during which no work was performed, it being a holiday.

After hearing the parties by their duly authorized representatives and considering the application and the evidence presented, the Board submits the following summary: —

This agreement, which was entered into on April 1, 1921, to be effective for a period of one year, provides in Article 4 as follows: —

The holidays recognized in this agreement are as follows: New Year's Day, Washington's Birthday, Lexington Day, Memorial Day, June 17, July 4, Labor Day, Columbus Day, Thanksgiving Day and Christmas Day, also all days which may become legal holidays. Under no ordinary circumstances shall any member of the organization work on Labor Day. The days above mentioned shall not be deducted from the weekly wages of the teamsters, chauffeurs and wharfmen provided they are regular employees and have worked the two previous days to, and the succeeding day after, the holiday during the pay-roll week in which the holiday occurs, unless laid off during that week for lack of work by employer.

It was agreed that the employees in question were "regular employees" and did not work the week ending October 11 "for lack of work," but did work the week beginning October 12 except that, October 12 being a holiday, work was actually commenced the following day. The employees contend that an agreement was made or an understanding reached with the committee representing the coal dealers during the negotiations preceding the signing of this agreement, whereby regular employees laid off for lack of work, sickness, etc., were not to be deprived of their pay for a holiday under the terms of Article 4.

It appears from the provisions of Article 4 that the employees in question are not entitled to be paid for this holiday unless some agreement was made or reached other than is contained in this agreement. From the evidence presented it does not seem sufficiently clear that any such agreement was arranged or reached which would justify the Board's finding that Article 4 was so modified. The Board therefore awards that the employees are not entitled under the terms of the agreement to be paid for this holiday.

HILL BROTHERS COMPANY — HUDSON.

JANUARY 10, 1922.

In the matter of the joint application for arbitration of a controversy between Hill Brothers Company, shoe manufacturer of Hudson, and cutters. (526)

The Board awards that the following prices shall be paid by Hill Brothers Company at Hudson, for the work as there performed:

	Per Pair.
Cutting, by machine:	
Long bal.	\$0 03875
Full-quarter bal.	03875
Whole-quarter blucher	04
Oxford, circular vamp	03375
Wing-tip bal.	04625
Wing-tip oxford	04125
Ball-strap bal.	04375
Ball-strap oxford	03875
Blucher oxford	035
Calfskin, extra	00½

By agreement of the parties this decision shall take effect as of November 14, 1921.

LOWELL COAL MERCHANTS' ASSOCIATION MEMBERS — LOWELL.

JANUARY 12, 1922.

In the matter of the controversy between members of the Lowell Coal Merchants' Association and employees. (30)

The issue before the Board for decision, upon an informal presentation of facts in addition to those already in its possession, is whether or not the rate of wages in effect from July 1, 1921, to January 1, 1922, shall continue until March 31, 1922.

On April 1, 1921, a reduction of ten cents per hour was made in the wages of the employees of members of the Lowell Coal Merchants' Association. Conferences were held thereafter between representatives of the parties and later with the chairman of the Board, resulting in an understanding whereby three cents per hour of this reduction was restored to the employees upon July 1, to continue until the following January 1. In December the employees received notice that after January 1 the three cents per hour would be deducted from their wages. Conferences were held between representatives of the parties and also with the chairman of the Board and an agreement reached whereby the issue was left to the Board for determination.

After giving the matter full consideration the Board, having in mind among other matters the wages paid for similar work elsewhere in the Commonwealth and the reduction on April 1 last, awards that the wages of the employees in effect July 1 last shall continue for the balance of the year, to wit, until March 31, 1922. By agreement of the parties this award is to take effect as of January 1, 1922.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

JANUARY 19, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vamps. (492)

The Board awards that there shall be no change in the prices paid by Thompson Brothers Shoe Company at Brockton for vamping women's pumps, pattern No. 541, as the work is there performed on the single-needle machine (two rows); namely, \$0.831 per 24 pairs; holding in center stay, \$0.029 extra.

TEAM OWNERS' ASSOCIATION MEMBERS — BOSTON.

JANUARY 19, 1922.

In the matter of the joint application for arbitration of a controversy between members of the Team Owners' Association of Boston and employees. (22)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the items relative to holidays, wages and over-time work, which are to be incorporated into the agreement between the parties superseding the present agreement, and to be in effect from January 3, 1922, until January 2, 1923, shall be as follows:

HOLIDAYS.

The employees shall be paid only for the holidays, ten in number, specifically named in the present agreement.

WAGES.

There shall be no change in the wages paid under the terms of the present agreement.

OVERTIME WORK.

Overtime work shall be paid for as follows:

From 6 P.M. to 7 P.M., 1¼ cents per minute.
From 7 P.M. to 8 P.M., 70 cents per hour.

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 19, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampsers. (3)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:—

		PER 12 PAIRS EXTRA OVER REGULAR CIRCULAR VAMPING.		
		Pink-tag Grade.	Blue-tag Grade.	White-tag Grade.
Vamping No. 20 quarter oxford:				
One-needle machine:				
Two rows	. . . . .	\$0 1161	\$0 0654	\$0 0871
One row	. . . . .		07	07
Two-needle machine:				
Two rows	. . . . .	1016	0726	0871
				Per 12 Pairs.
Extra row:				
One-needle machine:				
Pink-tag grade	. . . . .			\$0 1702
Blue-tag or white-tag grade	. . . . .			1507
Two-needle machine:				
Pink-tag grade	. . . . .			23
Blue-tag or white-tag grade	. . . . .			1992

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LYNN PAPER BOX COMPANY — LYNN.

JANUARY 31, 1922.

In the matter of the joint application for arbitration of a controversy between the Lynn Paper Box Company, of Lynn, and boxmakers. (25)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 12½% in the wages now paid by the Lynn Paper Box Company to its employees at Lynn.

By agreement of the parties this decision is to be in effect until July 1, 1922.

LITTLEFIELD & MOULTON — LYNN.

JANUARY 31, 1922.

In the matter of the joint application for arbitration of a controversy between Littlefield & Moulton of Lynn and boxmakers. (24)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 12½% in the wages now paid by Littlefield & Moulton to their employees at Lynn.

By agreement of the parties this decision is to be in effect until July 1, 1922.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

FEBRUARY 2, 1922.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and employees in the stitching department. (13)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company to its employees at Marlborough for the work as there performed: —

Per 12 Pairs.

Top stitching, including stay:	
Sally sandals or patterns of like nature, including cutting out straps (as No. 2070)	\$0 80
Pattern No. 2060 or patterns of like nature, including cutting out straps (three straps)	75
Sally sandals or patterns of like nature, block pattern on strap (as No. 2090)	60
Pattern No. 2080 or patterns of like nature, block pattern on strap	48
Top stitching:	
Quarters, pattern No. 3020 or patterns of like nature	30
Vamps and tongues, pattern No. 3020 or patterns of like nature	24
Pattern No. 4559 or patterns of like nature, including cutting out straps (two straps)	56
Pattern No. 3060, including looping front strap	17
Vamps, pattern No. 3060, including holding in front strap	20
Tongues, pattern No. 3030	12
Stitching cut-outs, styles 4, 5 or 6:	
Without knife	24
With knife	26
Siding-up or vamping:	
Pattern No. 4559 or patterns of like nature	26
Patterns Nos. 2080, 2090, 2120, 2130, 3030, 3070, or patterns of like nature	23
Patterns Nos. 2060, 2070, 3010, 3090, 4000	20
Patterns Nos. 3020, 3050, 3060, or patterns of like nature	24
Working and trimming buttonholes:	
One strap	05
Two straps	08
Three straps	10
Sewing on buttons:	
One strap	04
Two straps	06
Three straps	08
Vamping blucher oxfords with buckle straps on quarter, including bar	40

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

FEBRUARY 16, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and lasters. (454)

Having considered said application, heard the parties by their duly authorized representatives and made a personal investigation, the Board awards that, under the agreement between the Thompson Brothers Shoe Company of Brockton and its lasters, no extra is to be paid to hand pullers for work performed on women's shoes.

CHARLES H. COBB SHOE COMPANY — LYNN.

FEBRUARY 23, 1922.

In the matter of the joint application for arbitration of a controversy between the Charles H. Cobb Shoe Company of Lynn, member of the Lynn Shoe Manufacturers' Association, Inc., and heelers. (32)

Having considered said application, heard the parties by their duly authorized representatives and made a personal investigation, the Board awards that fifteen cents per twelve pairs shall be paid by the Charles H. Cobb Shoe Company at Lynn for heeling rubber tops and bases on the McKay machine (one operation), as the work is there performed.

By agreement of the parties this decision shall take effect as of November 21, 1921.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., SUPERIOR SHOE COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and cutters. (128-157)

The Board awards a 10% reduction in the cutting departments of the above-named factories, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and skivers. (158-186)

The Board awards a 10% reduction in the skiving departments of the above-named factories, for the work as there performed.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and sole-leather workers. (333-360)

The Board awards a 10% reduction in the sole-leather departments of the above-named factories, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith

Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and stitchers. (494-525)

The Board awards a 10% reduction in the stitching departments of the above-named factories, for the work as there performed, on all operations except as follows:—

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and vamps. (461-488; 19, 27)

The Board awards a 10% reduction in the vamping departments of the above-named factories, for the work as there performed.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 2, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and lasters. (361-389, 493)

The Board awards a 10% reduction in the lasting departments of the above-named factories, for the work as there performed, on all operations including extras, except as follows:—

Per 12 Pairs.

Extras:

Center perforation on tips or vamps (one-half to the puller-over, one-half to the No. 5 operator):

Men's	\$0 16
Women's	20
Chalking lasts with wet chalk	025
Wetting singly (assembling)	1568
Placing counter back of lap	1568
Inserting paper between quarter lining and last	0784

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and employees in the heeling department. (229-260)

The Board awards a 10% reduction in the heeling departments of the above-named factories, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and edgemakers. (527-556)

The Board awards a 10% reduction in the edgemaking departments of the above-named factories, for the work as there performed, on all operations except as follows: —

Per 24 Pairs.

\$0 3136

Rough-trimming

Edgetrimming or edgsetting rolled-edge or half-rolled-edge shoes, including around the heel, after heeling; 1½ price (based on reduced price).

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and finishers. (291-322)

The Board awards a 10% reduction in the finishing departments of the above-named factories, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company;

Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and treers. (195-224, 457)

The Board awards a 10% reduction in the treeing departments of the above-named factories, for the work as there performed.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston and Farnum factories); Condon Brothers Company, Joseph F. Corcoran Shoe Company; Diamond Shoe Company (Factory 2, Factory C); W. L. Douglas Shoe Company (Factories 1, 2, 3, 5); Charles A. Eaton Company; Field & Flint Company; Givren, Blunt Shoe Company; Howard & Foster Company; George E. Keith Company (Factories 1, 3, 11); Preston B. Keith Shoe Company; Killory-Moriarty Company; A. E. Little Company; Charles E. Lynch Shoe Manufacturing Company; C. S. Marshall Company; M. A. Packard Company; Bion F. Reynolds; Luke W. Reynolds Company; Stacy-Adams Company; Stone, Tarlow Company, Inc.; Superior Shoe Company; E. E. Taylor Company; Thompson Brothers Shoe Company; Wall, Doyle & Daly, Inc.; Whitman & Keith Company — of Brockton, and dressers and packers. (425-452)

The Board awards a 10% reduction in the dressing and packing departments of the above-named factories, for the work as there performed.

DIAMOND SHOE COMPANY — BROCKTON.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and lasters in Factory C. (455)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company in Factory C at Brockton for lasting shoes, as the work is there performed, with the exception of the operation of chalking lasts with wet chalk, for which the Board awards a price of \$0.025 extra per 24 pairs.

EMERSON SHOE COMPANY — ROCKLAND.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between Emerson Shoe Company of Rockland and employees. (458)

The Board awards a reduction of 10% in all departments of the Emerson Shoe Company at Rockland, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

REGAL SHOE COMPANY — WHITMAN.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of a controversy between the Regal Shoe Company of Whitman and employees in the bottoming, sole-leather, assembling, stitching, vamping and lasting departments. (572, 573; 4)

The Board awards a reduction of 10% in the above-named departments of the Regal Shoe Company at Whitman, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

SLATER & MORRILL, INC. — BRAINTREE.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between Slater & Morrill, Inc., of Braintree, and employees. (453)

The Board awards a reduction of 10% in all departments of both factories of Slater & Morrill, Inc., at Braintree, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

LEWIS A. CROSSETT COMPANY — ABINGTON.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of a controversy between Lewis A. Crossett Company of Abington and employees in the cutting, lasting, finishing, treeing, stitching, making and sole-leather departments. (8-12, 14, 15)

The Board awards a reduction of 10% in the above-named departments of the Lewis A. Crossett Company at Abington, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

RICE & HUTCHINS, INC. — ROCKLAND.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., of Rockland, and employees. (5)

The Board awards a reduction of 10% in all departments of Rice & Hutchins, Inc., at Rockland, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

E. T. WRIGHT & CO., INC. — ROCKLAND.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., of Rockland, and employees. (6)

The Board awards a reduction of 10% in all departments of E. T. Wright & Co., Inc., at Rockland, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

COMMONWEALTH SHOE AND LEATHER COMPANY — WHITMAN.

MARCH 13, 1922.

In the matter of the joint applications for arbitration of a controversy between the Commonwealth Shoe and Leather Company, of Whitman, and employees in the bottoming, lasting and stitching departments. (16, 17, 21)

The Board awards a reduction of 10% in the above-named departments of the Commonwealth Shoe and Leather Company at Whitman, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

C. H. ALDEN COMPANY — ABINGTON.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, of Abington, and employees. (7)

The Board awards a reduction of 10% in all departments (except lasting) of the C. H. Alden Company at Abington, for the work as there performed, on all operations except as follows: —

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater, and employees. (290)

The Board awards a 10% reduction in all departments of the L. Q. White Shoe Company at Bridgewater for the work as there performed, on all operations except as follows:

Day work:

When the compensation is at the rate of \$11 per week or less; no change.

The 10% reduction in no instance to make the rate of wages less than \$11 per week.

MARCH 13, 1922.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and employees in Factory B. (424)

The Board awards a 10% reduction in the prices paid by the L. Q. White Shoe Company at Bridgewater for the items of work submitted in the lasting, making, finishing, treeing and dressing rooms of Factory B, as there performed, except as follows: shaving rubber heels, \$0.117 per 24 pairs.

J. H. WINCHELL & CO., INC. — HAVERHILL.

MARCH 23, 1922.

In the matter of the joint applications for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (18, 26, 35)

The Board awards that there shall be no change in the prices paid by J. H. Winchell & Co., Inc., at Haverhill, for the items of work submitted in the lasting, making, innersole and stitching departments, as there performed, except as follows:

Pressing by machine:	Per 12 Pairs.
Canvas-backed stays	\$0 10
Aprons on women's sport shoes	055

C. S. MARSHALL COMPANY — BROCKTON.

MARCH 28, 1922.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vamps. (20)

The Board awards that \$0.9345 per 24 pairs shall be paid by C. S. Marshall Company at Brockton for vamping the Swagger, Master or Major circular bal. (single-needle machine, two rows), as the work is there performed.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MARCH 28, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vamps. (2)

The Board awards that no extra over the price for regular circular vamping shall be paid by Thompson Brothers Shoe Company at Brockton for vamping shoes of No. 532 pattern (single-needle machine, two rows), as the work is there performed.

CUSHING SHOE COMPANY — LYNN.

MARCH 29, 1922.

In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vamps. (31)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 7½ cents per pair shall be paid

by the Cushing Shoe Company at Lynn for vamping moccasin shoes, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LYNN SHOE MANUFACTURERS' ASSOCIATION, INC., MEMBERS — LYNN.

APRIL 7, 1922.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and Goodyear operators. (38)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that price and one-half shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for rounding, welting or stitching around the heel, as the work is there performed.

By agreement of the parties this decision shall take effect as of February 24, 1922.

WALL, DOYLE & DALY, INC. — BROCKTON.

APRIL 11, 1922.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and rubber-heel nailers. (37)

The Board awards that \$0.216 per 24 pairs shall be paid by Wall, Doyle & Daly, Inc., at Brockton for nailing rubber heels by hand (six nails) and setting nails, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

E. E. TAYLOR COMPANY — FINISHERS.

APRIL 12, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers. (40)

The Board awards that \$0.153 per 24 pairs shall be paid by E. E. Taylor Company at Brockton for scouring rubber heels (spring heels or whole rubber heels), one paper, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HOAG & WALDEN, INC. — LYNN.

APRIL 13, 1922.

In the matter of the joint application for arbitration of a controversy between Hoag & Walden, Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and heelers. (44)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that fifteen cents per twelve pairs shall be paid by Hoag & Walden, Inc., at Lynn for heeling rubber tops and bases (one operation), as the work is there performed.

By agreement of the parties this decision shall take effect as of March 1, 1922:

CUSHMAN & HÉBERT, INC. — HAVERHILL.

APRIL 27, 1922.

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, Inc., of Haverhill and stitchers. (41)

The Board awards that the following prices shall be paid by Cushman & Hébert, Inc., to its employees at Haverhill, for the work as there performed:—

	Per 12 Pairs.
Skiving 8-bar sandal	\$0 09
Pressing:	
Quarters, pattern No. 693	22
8-bar sandal	18
Sally vamp	16
Overlap, pattern No. 693½	06
Perforating:	
Quarters, pattern No. 693½	09
Wave tip, pattern No. 693½	08
Quarters, pattern No. 679	20
Quarters, top and front, pattern No. 693	15
Quarters and up strap, pattern No. 693	16
Sport oxford tip	10
Sport oxford apron	24
Quarters, pattern No. 687	19
Fancy stitching:	
Wave tip on Sport oxford (held on)	21
Quarters, pattern No. 693	30
Quarters and up strap, pattern No. 693	40
Quarters, pattern No. 687	20
Cut-outs, pattern No. 680:	
Without knife	45½
With knife	47½
Top stitching:	
Sport oxford	35
Pattern No. 687	64
Vamping overlap, pattern No. 693	30

On the question of measuring a strap, the Board awards that a strap shall be measured in accordance with the agreement entered into between the Haverhill Shoe Manufacturers' Association and the Shoe Workers' Protective Union.

By agreement of the parties this decision shall take effect as of February 1, 1922.

TRIANGLE SHOE COMPANY — HAVERHILL.

APRIL 27, 1922.

In the matter of the joint application for arbitration of a controversy between the Triangle Shoe Company of Haverhill and stitchers, etc. (42)

The Board awards that the following prices shall be paid by the Triangle Shoe Company to its employees at Haverhill, for the work as there performed:—

	Per 12 Pairs.
Satin one-strap shoe:	
Closing	\$0 02½
Staying	03½
Seams held open, extra	01
Closing on	22
Folding	18
Nailing rubber heels	12
Cutting on wood heels, one-half Louis; per pair, \$0.03.	
Leather one-strap shoe:	
Pressing by machine:	
Pattern No. 150	18
Pattern No. 163	22

By agreement of the parties this decision shall take effect as of February 1, 1922.

WEBER BROTHERS SHOE COMPANY — NORTH ADAMS.

APRIL 28, 1922.

In the matter of the joint application for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and finishers. (36)

Having considered said application, heard the parties by their duly authorized representatives and investigated the work in question, the Board awards that the price for bottom-scouring when a rubber heel or rubber top-lift is used, as performed in the factory of Weber Brothers Shoe Company at North Adams, is \$0.0786 per 12 pairs.

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY, A. M. CREIGHTON, STROUT, STRITTER & CO., WELCH SHOE COMPANY — LYNN.

MAY 8, 1922.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company, A. M. Creighton, Strout, Stritter & Co. and the Welch Shoe Company, members of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (55)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the established price for vamping overlap, one-strap shoes in the factories of Hennessey, Maxwell & Hennessey Shoe Company (pattern No. 280), A. M. Creighton (pattern No. 876), Strout, Stritter & Co. (pattern No. 158 x 01) and the Welch Shoe Company (pattern No. 66 x 31), in Lynn, for the work as there performed, is \$0.99 per 36 pairs.

By agreement of the parties this decision shall take effect from the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

MAY 17, 1922.

In the matter of the joint applications for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and employees. (47-50)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed:—

	Per 12 Pairs.
Heeling:	
Bases	\$0 075
Single nailing	10
Double nailing	175
Rubber heels:	
Including cementing	14
Not including cementing	105
On the last, extra	01
Cementing rubber heels:	
McKay	03
Welt	04
Slugging, three nails	03
Shaving:	
Cuban heels	10
Louis heels	16
Breasting:	
Louis heels, Hamel machine	07
Cuban heels, No. 6 knife	035
Breast-scouring:	
Louis heels, two papers	07
Cuban heels, Freeman machine (No. 6 knife)	03

	Per 12 Pairs.
Re-lasting, boots or oxfords	\$0 065
Scouring:	
Cuban or military heels, first paper	06
Louis heels, first paper	08
Second scouring:	
Cuban or military heels	045
Louis heels	055
Tacking innersoles:	
Welt	045
McKay (three holes)	045
Assembling	135
Pulling-over by machine (Beckwith box):	
Plain toes	13
Tips	15
Center-scroll tip; no extra.	
Side-lasting, including spindling:	
Boots or oxfords	23
Lasting on bed machine:	
Plain toes	31
Tips	34
Center-scroll tip, extra	04
Patent leather, extra	04
Pounding toes	03½
Sole-laying	10
Tacking fillers	02
Toe-nailing	04
Heel-seat-nailing	035
McKay stitching; no change	12
Beating out (pounding when necessary):	
Hercules machine	08
Atlas machine	10
Cementing channels	03
Lining in	045
Pulling lasts and cutting strings	045
Odd shoes; no extra.	
Rolling:	
Cuban heels	03½
Louis heels	04½
Dyeing	02½
Scalloping tops	03
Buffing:	
Foreparts	09
Foreparts and heels	11
Cleaning:	
Patent leather	08
Other leathers	05
Blackening:	
Cuban or military heels	03
Louis heels	03
Burnishing:	
Cuban or military heels	075
Louis heels	10

CONRAD SHOE COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, A. FREEDMAN & SONS, INC., OLD COLONY SHOE COMPANY — BROCKTON.

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between the Conrad Shoe Company of Brockton and solefasteners. (45)

The Board awards that the following prices shall be paid by the Conrad Shoe Company at Brockton, for the work as there performed:—

	Per 24 Pairs.
Goodyear welting:	
Regular work	\$0 54
Cork welt	1 30
Roughrounding	27
Goodyear stitching:	
White or surface stitch	666
Fudge stitch	612

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and welters. (54)

The Board awards that \$1.30 per 24 pairs shall be paid by Joseph F. Corcoran Shoe Company at Brockton for welting, imitation cork welt (stitched together before welting), one operation, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and solefasteners. (52)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:—

	Per 24 Pairs.
Goodyear welting:	
Regular work	\$0 54
Reverse welt	1 30
Imitation cork welt (one operation)	1 30
Roughrounding:	
Regular work	27
All around including the heel; 1½ price.	
Goodyear stitching, regular work:	
White stitch	666
Fudge stitch	612
Goodyear stitching, double row	1 332
Goodyear stitching all around, including the heel; 1½ price.	

MAY 19, 1922.

In the matter of the joint application for arbitration of a controversy between the Old Colony Shoe Company of Brockton and solefasteners. (51)

The Board awards that the following prices shall be paid by the Old Colony Shoe Company at Brockton, for the work as there performed:—

	Per 24 Pairs.
Goodyear welting:	
Plain welt	\$0 54
Cork welt (one operation)	1 30
Samples or singles	81
Roughrounding:	
Regular work	27
Samples or singles	405
Goodyear stitching:	
Fudge stitch	612
Samples or singles	918
Fair stitch	666
Samples or singles	999

RICE & HUTCHINS, INC. — MARLBOROUGH.

MAY 24, 1922.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer, and Goodyear stitchers in the Curtis Factory at Marlborough. (23)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to its employees at Marlborough in the Curtis factory, for the work as there performed:—

	Per 12 Pairs.	
	Red- or Green-Tag Grade.	Pink- or Yellow-Tag Grade.
Goodyear stitching:		
Men's, ribbon stitch	\$0 28½	\$0 28½
Boys', ribbon stitch	24	24
Little gent's, ribbon stitch	20¾	20¾
Men's, white or rope stitch	28½	24
Boys', white or rope stitch	24	20½
Little gent's, white or rope stitch	20¾	20¾
Men's, fudge stitch	26	24
Boys', fudge stitch	22	20
Little gent's, fudge stitch	19	19
Rubber soles; regular price.		
Stitching forepart and around heel, any stitch; 1½ price.		
Samples, 1½ price.		

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

MAY 24, 1922.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and edgemakers. (46)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough, for the work as there performed:—

	McKAY WORK.	Per 12 Pairs.
Edgetrimming:		
Single sole and slip tap, close edge and one-half extension, including wetting	\$0 24	
Fair-stitched, white		26½
Wheeling		04
Riveted shanks; no extra.		
Edgesetting:		
Single sole and slip tap		16
Fair-stitched		16
Fair-stitched, white; extra		04
Cut back		06

GEORGE E. KEITH COMPANY — BOSTON.

MAY 31, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in Factory No. 9 in Boston. (53)

The Board awards, in the various departments of Factory No. 9 in Boston of the George E. Keith Company which were submitted in the application, 10% reduction on all operations except as follows:

Day work:

The 10% reduction in no instance to make the rate of wages less than \$13 per week.

Where the rate of wages is \$13 per week or less, it is excluded from the provisions of this decision, by agreement of the parties.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, HOWARD & FOSTER COMPANY, KILLORY-MORIARTY COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

JUNE 1, 1922.

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston factory), Condon Brothers Company, Diamond Shoe Company (Montello and C factories), W. L. Douglas Shoe Company (men's, women's, boys' and youths' shoes), Charles A. Eaton Company, Field & Flint Company, Howard & Foster Company, Killory-Moriarty Company, George E. Keith Company (Factories Nos. 1, 3, 11), Preston B. Keith Shoe Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company — of Brockton, and employees in the treeing department. (57-79, 93).

The Board awards 10% reduction in the treeing departments (piece work) of the above-named factories, for the work as there performed.

A. J. BATES COMPANY — WEBSTER.

JUNE 7, 1922.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and employees. (33)

The Board awards that the following prices shall be paid by A. J. Bates Company to its employees at Webster, for the work as there performed:—

	Reduction	Per 12 Pairs.
Skiving:		
Narrow scarf	10%	
Wide scarf	5%	
Doubling:		
Tips		\$0 01
Toe linings		03
Side Tuxedo linings		04
Other items; no change.		
Making linings:		
Bals.	12½%	
Other items	10%	
Stitching silk labels on linings:		
One to a pair		025
Sizes for labels		025
Samples		08
Folding by hand, including cementing and snipping:		
Suede, cloth or canvas, bal. top; suede, cloth or canvas, bal. vamp; suede, cloth or canvas, oxford vamp or quarter; cloth-lining bal., across top; no change.		
Other items	5%	

	Reduction	Per 12 Pairs.
Folding tops, Boston power machine, bal. or blucher; folding tips, Boston foot-power machine; outside backstay including cementing, foot-power machine; Congress, Boston foot-power machine; blucher, Boston power machine	5%	
Cementing and snipping; no change.		
Folding by machine, not including cementing	10%	
Folding white vamps, including cementing	10%	
Cementing by machine; no change.		
Marking side rows; no change.		
Marking foxings; no change.		
Stitching side rows	10%	
Seaming up quarters	10%	
Rubbing by hand	10%	
Staying	12½%	
Stitching backstays	10%	
Stitching blucher foxings and counters to quarters:		
Single-needle machine		\$0 1765
Double-needle machine		1325
Stitching foxings and outside counters on oxfords where foxings go to top at heel, single-needle machine		23
Stitching foxings, short stop		20
Stitching foxings, foxed bal. or oxford, single-needle machine		23
Stitching around edge of lined tongues	12½%	
Hooking:		
Regular machine		0225
With pieces		025
High-cuts		0225
Eyeletting	15%	
Closing on		0325
Laying on:		
Bal. or blucher		105
Button		13
Oxford		0575
Reinforcing invisible eyelets		02
Holding in strap, extra		0125
First row (undertrimming)	5%	
Stitching Congress tops:		
Holding on plain edge; folded; 4th side, Congress	5%	
Turning tops, including cementing	5%	
High cuts	5%	
Reinforcing backstay		04
Cementing tape on button-fly		05
Trimming button-fly		0225
Lining button-fly		025
Cutting and making buttonholes, per 100		065
Finishing buttonholes, per 100		0275
Gluing and trimming button shoes		065
Stitching tips:		
Two rows, two-needle machine		035
Three rows, three-needle machine		035
Four rows, four-needle machine		0375
Boxes		04
No. 202 or four rows; No. 33 or No. 301 with white stitch		07
Butted; no change.		
Butted, samples; no change.		
Seaming:		
Counters or vamps		026
Vamps, two seams		0525
Staying vamps, bal. or button oxford, two-needle machine		026
Staying whole-quarter tops, not cut back		032
Lining blucher vamps		0325
Stitching tongues, blucher		0525
Trimming and lacing:		
Blucher; no change.		
Bal.		026
Fastening buttons		04
Fastening buttons, Oxford and Academy patterns		035
Perforation on shortstop		08
Closing leather linings, old-style machine		0325
Marking vamps on gores, front and back		014
Marking for buttons on button shoes		025
Buttoning shoes and trimming ends		03
Trimming doublers on bal., blucher or oxford, invisible eyelets		014
Trimming lined tongues		014

Per 12 Pairs.

Trimming: bluchers; oxford quarters under backstay; button flies, straight seam after vamping; ends after vamping; button linings; linings after top facings: Congress lining at gore; ends after vamping (Congress); tongues: no change.

Samples, 1½ price.

Vamping:

Two-needle machine, two close rows; 1st or 2d quality thread, or silk:	
Button, bal. or Congress	\$0 32
Circular-seam button oxford	21
Circular oxford	21
Circular bal.	21
Academy button	25
Varsity button	25
Blucher, two space rows, including barring, one-needle machine	34
Tuxedo blucher, two close rows, including barring	40
Blucher or blucher oxford, two close rows, two-needle machine	255
Blucher, four space rows, bellows tongue, two-needle machine:	
High-cut	45
Regular cut	35
Extra row through on long vamp	11
Extra row through on circular vamp	07
Button blucher:	
Two-needle machine	32
One-needle machine	43
Short stop	45
No. 20163:	
Two-needle machine, two rows	30
One-needle machine, two rows	42
No. 2N7:	
Two-needle machine, two rows	31
One-needle machine, two rows	42
No. 213:	
Two-needle machine, two rows	27
One-needle machine, two rows	37
Cordovan, 1½ price.	
Cripples, double price.	
Samples:	
1, 2 or 3 pairs, double price.	
More than 3 pairs, 1½ price.	
Marking shoes	0225
Buttoning shoes	025
Covering shoes: linings, oxfords; linings, Apex-high; outside, oxford or high; oxfords including marking sizes; no change.	
Barring after vamping, bal. or button; no change.	
Rounding insoles; no change.	
Channeling insoles	0425
Turning up insole channels	0275
Gem trimming	04
Grading insoles, Lacine machine, per 100	0325
Samples, 1½ price.	
Heel room, Haverhill heels; 5% reduction.	
Putting up lasts	0325
Tacking insoles, not including trimming heelseats	0225
Assembling by hand:	
With shellac box	13
With shellac box and paper cover	15
With vulco box	1225
With vulco box and paper cover	14
Samples, 1½ price.	
Pulling-over by machine:	
With shellac box	1225
With vulco box	135
Samples, 1½ price.	
Slipping boxes, extra	035
Perforated or wing tips, extra	03
Lasting, Consolidated Hand-method machine:	
Plain or box toes:	
Regular work	35
Colored leather	35
Patent leather	40
Medium-high toes, extra	05
High toes, extra	07
Cushion insoles, extra	07
Arch supports, 1½ price.	

Lasting, No. 5 bed machine:		Per 12 Pairs.
Plain toes:		
Dull leather		\$0 33
Colored leather		36
Patent leather		385
Low box toes:		
Dull leather		375
Colored leather		405
Patent leather		43
Medium box toes:		
Dull leather		415
Colored leather		445
Patent leather		47
High box toes:		
Dull leather		49
Colored leather		52
Patent leather		545
Patent leather tip, extra		05
Long counters, extra		08
Cushion insoles, extra		07
Samples, 1½ price.		
Lasting sides on Consolidated Hand-method machine		14
Arch supports, extra		08
Samples, 1½ price.		
No. 1 making room:		
Stapling		025
Toe trimming		0225
Tack pulling before wetting		045
Wetling, including grooving welts and wetting shoes:		
Regular work		20
Rubber soles		215
Rubber welts		32
Samples, 1½ price.		
Tack pulling after wetting		035
Inseam trimming by machine		0375
Inseam trimming, tape vamp		0375
Insole-tack pulling; no change.		
Butting welts		0335
Beating welts		025
Beating welts around heel		03
Bottom filling; no change.		
Sticking in shanks		0125
Cementing soles and bottoms by machine:		
Single		02
Double		025
Laying soles:		
Red-tag grade; no change.		
Blue- or pink-tag grade		05
Nailing heelseats		0275
Trimming heelseats		015
Roughrounding:		
Channeled shoes		11
Aloft		11
Including around heel		16
Samples, 1½ price.		
Turning up channels		02
Goodyear stitching:		
Red-tag grade		23
Pink- or blue-tag grade		25
Including around heelseat; no change.		
White sole, ribbon stitch		27
Samples, regular work, 1½ price.		
Step shoes:		
1st operation		27
2d operation		45
Samples, 1½ price.		
Cementing channels		0175
Turning down channels; no change.		
Wheeling, first time		035
Pricking stitches; no change.		
Leveling		045
No. 2 making room:		
Heeling, Model B machine:		
Red-tag grade		08
Blue- or pink-tag grade		09

		Per 12 Pairs.
No. 2 making room — <i>Con.</i>		
Heeling, Model B machine — <i>Con.</i>		
Rubber heel bases		\$0 08
Attaching rubber heels		08
Rubber heels, per week; no change.		
Samples, 1½ price.		
Slugging:		
1 row; no change.		
1½ rows; no change.		
1½ rows		0625
2 rows; no change.		
Heel-shaving:		
McKay machine:		
Regular heels		05
Military		06
Regular heels with rubber top		06
Military heels with rubber top		07
Ultima machine:		
Regular work		07
Samples, 1½ price.		
Heel-breasting		0375
Scouring heel-breasts		015
First heel-scouring:		
Regular heels		0525
Military heels		06
Samples, 1½ price.		
Edgetrimming (no knifing):		
Red-tag grade		22
Blue-tag grade		25
Pink-tag grade		30
Samples, 1½ price.		
Second wheeling		025
Jointing by machine; no change.		
Second heel-scouring		025
Edgesetting, including blacking and brushing:		
One setting		19
Two settings		29
Samples, 1½ price.		
Roughing up		15
Buffing:		
Bottoms		1125
Top-pieces		0325
Rubber soles before laying		04
Samples, 1½ price.		
Blacking:		
Shanks		015
Shanks and top-pieces; no change.		
Bottoms		03
Bottoms and top-pieces		04
Striping bottoms; no change.		
Painting whole bottoms, finish Nos. 106, 102; no change.		
Applying liquid wax with camel's-hair brush, finish Nos. 116, 101, 772, 331, 290, 100, 111; no change.		
Painting:		
Foreparts		025
Foreparts, russets		05
Russet shanks and top-lifts		07
Dry-waxing:		
Foreparts		03
Solid; no change.		
Solid samples, 1½ price.		
Beading:		
Shanks around stitches, by hand		045
Across shanks; no change.		
Around stitches by machine		025
Around edge of panel shank		02
V or any other similar style		0225
Along edge of inside shank		02
Staining:		
Bottoms		035
Top-pieces		025
Shanks		0525
Rolling and brushing:		
Black work, including top-pieces and slugs		07
Stained work, including top-pieces and slugs, same finish		07

	Per 12 Pairs.
Rolling and brushing — <i>Con.</i>	
Broken finish	\$0 07
Shanks and top-pieces, including slugs	0525
Top-pieces, including slugs	03
Foreparts and shanks	058
Foreparts	03
Cleaning slugs; no change.	
Pulling lasts	035
Burnishing heels:	
Expedite machine	06
Boylston machine	05
Samples, 1½ price.	
Reinforcing	0325
Treeing by hand:	
Vici	32
Colored leather, including polishing	38
Painted stock, not polished	34
Gun metal or velours	31
Patent leather, cloth or leather top	46
Samples, where not specified, 1½ price.	
	Per Week.
Day work:	
Outside cutting	\$35 00
Outside sorting	35 00
Outsole cutting	28 80
Outsole sorting	28 80
Stitching samples	21 34
Vamping	28 80
Crowning or cobbling:	
Lasting room	24 00
No. 1 making room	24 00
No. 2 making room; 5% reduction.	
Roughing after rounding	30 00
Treeing	25 00
Other work, 7% reduction, with the following exceptions:	
When the compensation is at the rate of \$12 per week or less; no change.	
The 7% reduction in no instance to make the rate of wages less than \$12 per week.	

HUCKINS & TEMPLE, INC. — MILFORD.

JUNE 7, 1922.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (81, 83)

The Board awards a reduction of 10% in the sole-leather, lasting, making, finishing, treeing and packing departments of Huckins & Temple, Inc., at Milford, for the work as there performed by the piece upon women's welt shoes.

REGAL SHOE COMPANY — WHITMAN.

JUNE 9, 1922.

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and heelers. (80)

The Board awards that \$0.27 per 24 pairs shall be paid by the Regal Shoe Company at Whitman for heeling shoes with rubber top-lift, when the rubber top-lift and leather base are combined, as the work is there performed.

By agreement of the parties, this decision shall take effect as of March 20, 1922.

HUCKINS & TEMPLE, INC. — MILFORD.

JUNE 27, 1922.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and stitchers, etc. (82)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., to its employees at Milford for the work as there performed upon women's shoes:

STITCHING DEPARTMENT.

	Per 12 Pairs.
Mating:	
Vamps	80 0144
Tops	0144
Tops to linings	0277
Blucher tops, including trimming	0395
Pasting:	
Stay on blucher vamp	0239
Tape on perforated quarters:	
Oxford No. 7, second row	0798
Second row No. 1 on No. 33 oxford	035
Tape on perforated counter row No. 1	035
Top to lining, oxfords	0646
Making linings:	
One-strap pump, including seaming quarters back and front and stitching in toe lining	12
Circular oxford; tongue not stitched in or stitched in by operator	105
Blucher oxford	035
Stitching cloth-lined tongue on oxfords, lining held on by operator, including folding lining at top and trimming at bottom	065
Stitching on fitted top facings	055
Seaming welt seam on vamp:	
One seam	0359
Two seams	0718
Seaming vamps, no welt:	
One seam	0359
Two seams	0718
Seaming quarter linings, Singer machine	0359
Seaming foxings	0325
Rubbing vamp seams:	
One seam	0119
Two seams	0159
Rubbing foxing seams	0119
Rubbing seams, leather-lining quarters	0119
Stitching tips:	
No box, one operation	0503
Leather or vulco box, one operation	0718
Two operations; white-, orange- or yellow-fitted, four rows	13
Eyeletting, invisible eyelets:	
Six eyelets	054
Eighteen eyelets	085
Lacing, Ensign machine	029
Trimming:	
Top facing	0261
Backstay	0143
Lining	0143
Ends, and inspecting	0215
Barring tops	0319
Toeing-up bals.	0251
Stitching lining labels	0359
Pulling through ends on harness bar, second row, and fastening	10
Putting on paper covers	0275
Making whole paper covers, oxfords	0638
Making half paper covers	0319
Binding pumps	1437
Trimming pumps with awl	0564
Staying:	
Vamps, one seam	0399
Vamps, two seams	0798
Oxford quarters, one seam	0399
Foxings, one seam	0319
Stitching circular foxings, two-needle machine:	
Yellow-tag grade	10
White-tag grade	1294

Per 12 Pairs.
\$0 18

Stitching circular foxings, one-needle machine	
Stitching straight foxings, two-needle machine:	
Yellow-tag grade	1257
White-tag grade	1437
Stitching straight foxings, one-needle machine	26
Patching:	
Bal. vamp and shank	0399
Bal. vamp, no shank	0215
Blucher vamp	0399
Blucher stay	0239
Tops	0315
Foxings	0315
Oxford vamps	0239
Boxes, Russia, and matchmarking	043
Boxes, black	035
Marking second rows:	
No. 1 on No. 33 oxford:	
Yellow-tag grade	016
White-tag grade	0239
No. 8 on oxfords	0239
Marking counter row No. 1 on oxfords:	
Yellow-tag grade	016
White-tag grade	0239
Marking counter row, one-strap pump	03
Stitching counter row No. 1:	
Oxford or blucher oxford	0479
Oxford or blucher oxford, perforated	0718
Stitching second rows:	
No. 1 on oxfords	0479
No. 1, holding in stay for No. 33 eyelets	0718
No. 7, oxford or blucher oxford	0958
No. 7, oxford or blucher oxford, perforated	2195
No. 7, blucher oxford, holding in No. 33 stay	1191
No. 4, blucher oxford	0574
No. 4, blucher oxford, holding in No. 33 stay	0862
Stitching, $\frac{3}{16}$ space, on No. 1 second row	0594
Folding, hand-method machine:	
Blucher-oxford canvas quarters:	
Yellow-tag grade	0878
White-tag grade	0958
Saddle straps	04
Canvas tongue lining, oxfords	0373
Cloth oxford lining:	
Yellow-tag grade	055
White-tag grade	06
Vamps	0479
Oxford quarters:	
Yellow-tag grade	0559
White-tag grade	0635
Blucher-oxford quarters:	
Yellow-tag grade	0635
White-tag grade	0718
Foxings	0399
Tips	018
One-strap pump:	
Quarters	10
Vamps	035
Top-stitching (undertrimming), held-on work, including holding in stay:	
Circular oxford or blucher oxford	1725
Vamping:	
No. 32 vamping, two-needle machine:	
Bal. or button	36
Oxford	253
Two close rows, two-needle machine:	
Bal. or button	34
Oxford	242
One-needle machine, perforated work:	
Bal. or button	44
Oxford	3832
Three rows on two-needle machine (oxfords):	
First operation	242
Second operation	142
Blucher oxford, with bar, two-needle machine, close rows	27
Blucher oxford, with bar, one-needle machine	36
Bal., perforated one-half or three-quarters around	44

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

JUNE 28, 1922.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (94)

The Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pairs.
Lasting shoes with center perforation on tip or vamp, extra (one-half to puller, one-half to No. 5 operator)	\$0 12
Chalking with wet chalk	025
Slipping boxes (by the puller)	06
Pulling-over:	
Peer last	3798
Plain toe, no tip or box	288
Operating No. 5 machine:	
Peer last	873
Plain toe, no tip or box	765

THE GREEN SHOE MANUFACTURING COMPANY — BOSTON.

JUNE 29, 1922.

In the matter of the joint application for arbitration of a controversy between The Green Shoe Manufacturing Company, of Boston, and employees. (101)

The Board awards, in all departments of The Green Shoe Manufacturing Company in Boston, 10% reduction on all operations except as follows:

Day work:

The 10% reduction in no instance to make the rate of wages less than \$13 per week. Where the rate of wages is \$13 per week or less, it is excluded from the provisions of this decision by agreement of the parties.

GEORGE E. KEITH COMPANY — BROCKTON.

JULY 5, 1922.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampers. (87-89)

The Board awards that the following prices shall be paid by George E. Keith Company to its employees at Brockton for the work as there performed:—

	Pink-tag Grade.	Per 12 Pairs. Blue-tag Grade.	White-tag Grade.
Vamping:			
Club oxford; prices paid for regular circular oxford.			
Prince Pat No. 25; prices paid for regular circular oxford, with the following extras:			
Single-needle machine:			
Two rows	\$0 10449	\$0 05886	\$0 07839
One row		063	063
Extra row	15318	13563	13563
Two-needle machine:			
Two rows	09144	06534	07839
Extra row	207	17928	17928

	Pink-tag Grade.	Per 12 Pairs. Blue-tag Grade.	White-tag Grade.
Vamping— <i>Con.</i>			
No. 20 quarter oxford; prices paid for regular circular oxford, with the following extras:			
One-needle machine:			
Two rows	\$0 10449	\$0 05886	\$0 07839
One row		063	063
Extra row	15318	13563	13563
Two-needle machine:			
Two rows	09144	06534	07839
Extra row	207	17928	17928

By agreement of the parties the decision as to the Prince Pat pattern, No. 25, shall take effect as of the date of beginning the work.

STONE, TARLOW COMPANY, INC. — BROCKTON.

JULY 5, 1922.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampsers. (90)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping No. 85 plug oxford, single-needle machine:		Per 24 Pairs.
One row		\$0 60
Two rows		767

FIELD & FLINT COMPANY — BROCKTON.

JULY 11, 1922.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and finishers. (86)

The Board awards that the following prices shall be paid by Field & Flint Company at Brockton, for the work as there performed:

Anatomic or orthopedic heels:		Per 24 Pairs.
Scouring heel-breasts:		
One paper		\$0 0648
Two papers		08775
Scouring heels, 1½ inches or under:		
Two papers, leather		153
Two papers, rubber		171
Smoothing heels, 1½ inches or under:		
One paper, leather		0585
One paper, rubber		0675
Blacking heels		036
Expediting heels		189
Scouring top-pieces		0945
Blacking top-pieces		02925
Blacking top-pieces and breasts		0585
Polishing top-pieces and cleaning slugs		072

BANCROFT WALKER COMPANY — BOSTON.

JULY 12, 1922.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and employees. (99)

The Board awards, in the factory of Bancroft Walker Company in Boston, 10% reduction in the prices of the day and piece work submitted, except as follows:

Stitching department; no change in price on the following items:

Closing: whole-quarter oxford; foxed-quarter oxford; pump; curved foxings; oxford or pump quarter linings.

Eyeletting lace oxford, six blind eyelets.

Sewing buttons (six items).

Pressing: Yvette quarters; Yvette one-buckle quarters; Claridge quarters and tops; two- or three-strap buckle pump, top, top strap and bottom strap; top, strap and front of Tangerine, Yvette or Diamond; Tangerine buckle; two-strap Twinkle; Trelis quarters; Cosette instep straps; BW pump straps; Doris quarters and tops.

Work performed by bench girls.

Vamping: Theo pump; Sally pump; three-buckle; Zephyr pump; Miller two-strap pump; Miller one- or two-button Tangerine; Ritz two-strap.

Day work:

The 10% reduction in no instance to make the rate of wages less than \$13 per week.

Where the rate of wages is \$13 per week or less, it is excluded from the provisions of this decision by agreement of the parties.

STACY-ADAMS COMPANY — BROCKTON.

JULY 12, 1922.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and employees in the making department. (92)

The Board awards, in the factory of Stacy-Adams Company at Brockton, 10% reduction in the prices paid per week for the items of work in contention in the making department.

C. S. MARSHALL COMPANY — BROCKTON.

JULY 19, 1922.

In the matter of the joint applications for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vamps. (110, 111)

The Board awards that the following prices shall be paid by C. S. Marshall at Brockton, for the work as there performed:

Per 24 Pairs.

Vamping:

Swagger, Master or Major circular bals., single-needle machine, two rows (not including holding tongue) \$0 9023

Boston lace oxford:

One-needle machine, two rows 1 485

Two-needle machine, two close rows 1 26

Extra row, one-needle machine 324

Holding in tongue, extra 0522

Regular long or circular vamps, extra row half or all the way around . . . 241

STONE, TARLOW COMPANY, INC. — BROCKTON.

JULY 19, 1922.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and skivers. (103)

The Board awards that there shall be no change in the rate of \$31.50 per week paid by Stone, Tarlow Company, Inc., at Brockton for the "head skiver," so called.

J. H. WINCHELL & CO., INC. — HAVERHILL.

JULY 21, 1922.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (56)

The Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., at Haverhill, for the work as there performed:

		Per Week of 44 Hours.	Per Hour.
CUTTING DEPARTMENT.			
Outside cutting or sorting	.	\$38 72	\$0 88
Top cutting	.	32 12	73
Leather-trimming cutting (experienced employees)	.	26 40	60
Cloth-lining cutting:			
By hand	.	34 32	78
By machine	.	26 40	60
Block cutting (employees of one year's experience)	.	26 40	60
Crimping	.	22 00	50
		Per 12 Pairs.	
Block cutting:			
Pieced facings	.	\$0 08	
Whole facings	.		0625
Army facings	.		08
Inside heelstays	.		03
Large army heelstays	.		0375
Combination oxford trimmings	.		17
Oxford tongues	.		025
Bal. or blucher tongues	.		03
Oxford leather quarter linings:			
Cut from whole stock	.		205
Cut from pieces	.		30
No. 2 backstay	.		0275
No. 7 backstay	.		025
Sticking and casing pieced facings	.		0625
Casing whole facings	.		02
Casing and sticking size markers on oxford trimmings	.		055
Casing shoes, linings and doublers:			
Blucher or circular vamps	.		01
Seamless vamps	.		0125
Blucher quarters	.		02
Bal., button or straight foxed-blucher tops	.		016
Oxford quarters	.		018
Oxford leather quarter linings	.		016
Instep aprons	.		016
Foxings	.		0125
Backstays	.		005
Button-flies	.		0075
One-half bellows tongues	.		0075
Inside counter pockets	.		02
Tongues	.		005

		Per 12 Pairs.		
Casing shoes, linings and doublers — <i>Con.</i>				
Tips				\$0 005
Blucher vamp linings				009
Bal. or button linings				0125
Regular oxford vamp linings				01
Blucher quarter linings				01
Horse-butt tops				025
Doublers to tags				012
Matchmarking:				
Whole shoes				055
Tops				0275
Painting sizes:				
Seamless vamps				006
Blucher or circular vamps				006
Blucher quarters or bal. tops				006
Foxings				005
Tips				005
Button-flies				005
		Per 12 Pairs.		
		Black and Tan Leather.	Vici and Horse Butts.	Patent.
Cutting by hand (by machine, 70 per cent of prices for hand work):				
Vamps:				
Johnny blucher		\$0 25	\$0 27	\$0 235
Circular, square throat		235	255	215
Circular, square throat and vamp corners		25	265	235
Circular, regular pattern		225	245	205
Blucher		26	28	245
Seamless, right and left:				
Regular throat		30	33	27
Square throat		30	33	27
Circular, waved		215	235	195
Aristo		29	31	27
DuBarry		29	31	27
Plain-toe golf bal.		26	28	24
Three-quarter-overlap blucher		44	46	42
Pocket blucher		27	29	25
Ritz		30	32	28
Tremont bal.		36	38	34
Two-eyelet Gibson tie and tongue		32	335	29
Tops and quarters, high shoes:				
Bal. top		18	21	
Straight foxed-blucher top		18	21	
Button top		20	23	
Congress, front and back		26	28	
Golf bal. quarter		27	28	235
Aristo quarter		27	28	235
DuBarry quarter		27	28	235
Ritz quarter		29	309	269
Three-quarter-overlap blucher top		40	42	38
Foxed-bal. top, including Aristo and DuBarry		24	265	
Ritz foxed-bal. top		24	26	
Johnny blucher quarter		275	30	265
Whole-quarter-blucher quarter		275	30	265
Tremont bal. top		18	21	
Whole-quarter No. 522 pattern		27	28	235
Pocket-blucher quarter		28	30	
Gibson quarter		25	27	235
Marshall Congress tops		32	34	
Tops and quarters, oxfords:				
Circular-oxford quarter, including DuBarry and Aristo		22	245	19
Circular foxed-oxford top, including DuBarry and Aristo		20	23	
Blucher-oxford quarter		23	25	19
Button-oxford quarter:				
Detached fly		21	235	18
Attached fly		25	275	22
Foxed button-oxford quarter:				
Detached fly		20	22	
Attached fly		24	265	
Ritz oxford quarter		24	264	
Ritz foxed-oxford quarter		245	265	

Per 12 Pairs.

Cutting by hand (by machine, 70 per cent of prices for hand work) — *Con.*

Ball straps:	
No. 7	\$0 11
No. 8	22
Foxings:	
Straight	16
Circular	15
Circular, waved	175
No. 7	15
DuBarry or Aristo	16
Ritz	17
Pocket blucher, double foxing	30
Instep aprons	22
One-half bellows tongues	22
Button-flies	07
Tips:	
Straight	075
Right and left	08
No. 25, wing	16
Aristo or Tremont, wing	28
Backstays (all leathers):	
No. 8	05
No. 5	07
No. 2	05
No. 2-L	07
No. 9	085
Pocket blucher	06
Lace stays:	
No. 12	20
No. 16	125
No. 18	10
No. 20	125
Tongues:	
Blucher	07
Bal.	05
Oxford	05
Button-fly linings	05
Button-fly linings, by machine	04
Heelstays	03
Extras:	
Leather cut as colors, except vici and India	10
Leather cut as colors, vici and India	13
Plain-toed vamps, over cut-off vamps (all leathers)	035
Side-pattern vamps (all leathers)	015
Side-pattern tops or quarters (all leathers)	015
Horse shanks, extra over vici:	
Vamps	05
Quarters	0325
Tops	0325
Cutting cloth linings and doublers by hand:	
Blucher quarter linings:	
New pattern	0525
Old pattern	045
Blucher vamp linings	0325
Bal. quarter linings:	
Old pattern	045
New notched pattern	055
Button boot linings	0425
Congress linings	075
Congress gores	0225
Blucher-oxford vamp linings	0325
Prince oxford or Southern Congress linings	025
Oxford or button-oxford vamp linings	03
Three-quarter-overlap blucher, quarter linings:	
No holes pierced	05
20 holes pierced	10
Tongue linings out of pieces:	
Blucher	03
Bal.	0225
Seamless vamp doublers	0425
Oxford top or quarter doublers	03
Bal. top doublers	025
Blucher quarter doublers	0325
Button-oxford top or quarter doublers	03

Per 12 Pairs.

Cutting cloth linings and doublers by hand — *Con.*

Foxing doublers out of pieces	\$0 0175
Tip doublers out of pieces	01
Button stays	01
Blucher vamp doublers	03
Pattern No. 62, button-oxford cloth quarter linings	08
Pattern No. 54, regular-oxford cloth quarter linings	065
Pattern No. 72, blucher oxford, pressed and round corners	07
Pattern No. 72, blucher oxford, with notches	09
Pattern No. 54, regular oxford, with notches	08
Pattern No. 11, side-seam blucher oxford	09
Pattern No. 62, side-seam blucher oxford	07

STITCHING DEPARTMENT.

Cementing for pressing:

Blucher, front and top	0275
Bal., front and top	02
Blucher; front, top and shank	035
Regular oxford, front and top	0175
Blucher oxford, front and top	0225
Blucher oxford; front, top and shank	035
Button oxford, top and fly	03
Button boot, top and fly	035
Button boot, top	0175
Button boot, fly	0175
Congress front	015
Seamless vamp	02
Circular vamp	015
Straight foxing	02
Circular foxing	0225
Sport apron front	0225
Cementing on eyelet stay, used on invisible eyelets only	0315

Corded-top shoes:

Closing on lining to top	05
Turning or cording top	045

Button-shoe work:

Marking for buttons	03
Sewing on buttons	05
Buttoning and trimming	04
Marking button-fly	0225
Cementing button-fly	03
Working buttonholes, per 100 holes, \$0.075.	

Stitching cord at back seam on oxford

	025
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Top stitching:

Bal., pressed front and top	195
Blucher, pressed front and top	195
Button boot, pressed top and fly	215
Button boot, plain top and front	20
Bal., or blucher, plain top and front	19
Corded-top shoes	145
Blucher or three-quarter-overlap blucher, one-half bellows tongue	325
Fitting Congress tops	45
Button boot, closed-on fly	27
Sport oxford, top and side facings held on	375
Sport bal., top and side facings held on	42
Fitting Marshall Congress	60

Oxfords:

Combination linings:	
Regular oxford	16
Blucher oxford	19
Button oxford	19
Leather quarter linings:	
Regular oxford	135
Blucher oxford	16
Button oxford	16

Pressed cloth quarter linings:

Regular oxford	135
Blucher oxford	16
Button oxford	16

Pressing, Glass machine:

Southern Congress	10
Bal., top and front	07
Blucher, top and front	08
Oxford, top and front	06

	Per 12 Pairs.
Pressing, Glass machine — <i>Con.</i>	
Oxford, top and front with backstay	\$0 0625
Blucher oxford, top and front	075
Blucher oxford, top and front with backstay	0775
Johnny blucher, top and front	08
Johnny blucher oxford, top and front	075
Button boot, top and fly	0925
Button oxford, top and fly	065
Button oxford; top, fly and backstay	0675
Button boot, top	0325
Button boot, fly	03
Congress, top and sides	085
Congress, sides	055
Seamless vamps	05
Circular vamps	0425
Ritz or DuBarry vamps	0575
Southern tie	075
Blucher shanks, high or low shoes	0275
Foxings, straight	035
Foxings with round corners	055
Apron fronts:	
Men's	045
Women's	055
Regular-oxford pressed quarter linings	06
Blucher-oxford pressed quarter linings	0775
Lining making:	
Closing:	
Bal. or blucher cloth linings	0235
Oxford leather quarter linings	026
Oxford cloth quarter linings	026
Congress linings, front and back	05
Stitching:	
Bal. side facings and tongues	075
Blucher side facings and tongues	055
Three-quarter-overlap blucher side facings:	
Regular tongues	075
One-half bellows tongues	055
Regular inside heelstay	0425
Army inside heelstay	0525
Top facing:	
wide	03
wide	0325
Button stay	0275
Oxford lining making:	
Combination linings:	
Top facing, regular oxford	065
Top facing, blucher oxford	065
Side facing, regular oxford	0525
Side facing, blucher oxford	0525
Top facing, button oxford	075
Button stay, button oxford	03
Button-fly lining, button oxford	035
Stitching:	
Side facings, Marshall Congress	11
Quarter linings to vamp linings:	
Leather quarter linings, regular oxford	085
Leather quarter linings, button oxford	085
Cloth quarter linings, regular oxford	0525
Cloth quarter linings, button oxford	065
Trimming:	
Bal., blucher or button linings	015
Oxford combination linings	03
Rubbing down oxford combination linings	0125
Skiving:	
Edging:	
Seamless vamps	015
Circular vamps	0115
Bal. or blucher tops	016
Foxed-bal. tops	025
Bal. or blucher tops, heavy stock	025
Foxings	016
Foxings, heavy stock	025
Across toe vamps	0115
Plain tips	0115
Pressed tips	0125

		Per 12 Pairs.
Skiving — <i>Con.</i>		
Wing tips		\$0 0375
Pieced facings		02
Pressed work:		
Bal., top and front		0375
Blucher, top and front		0425
Regular oxford, top and front		0375
Blucher oxford, top and front		0425
Seamless vamps		04
Circular vamps		0375
Front of instep aprons		03
Button-flies		0225
Congress fronts		045
Splitting:		
Heelstays		016
Backstays		01
Tongues		02
Tip stitching:		
When No. 1 box toe is used		07
When No. 4 or No. 5 box toe is used		055
When no box toe is used		05
Center-perforated tips, extra		0125
Blucher tongue stitching:		
Blucher or blucher oxford		06
Three-quarter-overlap blucher, regular tongue		09
Casing box toes		01
Stitching:		
Tongue linings on zigzag machine:		
Blucher		04
Bal.		0425
Oxford		0325
Felt tongue linings on flat machine:		
Blucher		065
Bal.		055
Oxford		05
Linings to vamps on shoes with one-half bellows tongues		
Lace row:		06
Bal.		05
Blucher		07
Regular oxford		0425
Blucher oxford		06
Two-needle machine, space rows, extra:		
Bal. or blucher		02
Regular or blucher oxford		01
Bal., four-needle machine		12
Blucher, four-needle machine		13
Oxford, four-needle machine		09
Blucher oxford, four-needle machine		125
Eyeletting:		
Three-quarter-overlap blucher, one-half bellows tongue, six eyelets		05
Gang machine		0325
Rapid machine, ten eyelets to top		05
Oxford:		
Regular eyelets		0335
Invisible eyelets		035
Six eyelets with hooks		04
No. 12 eyelets		04
Six invisible eyelets with hooks		0425
Ten invisible eyelets to top		06
Stamping linings:		
Cloth:		
Bal.		015
Blucher		02
Leather:		
Oxford quarter		03
Blucher-oxford quarter		03
Others		03
Stock numbers, extra		0075
Perforating tips:		
Regular		0125
Wing		0425
Nos. 27, 29, 55 or 57		0225
Regular, scalloped or pinked		016

Per 12 Pairs.

Vamp and top doubling:

Seamless vamps	80 03
Seamless vamps, side doublers	025
Blucher or circular vamps, side doublers	015
Blucher or circular vamps	0225
Oxford vamps	0225
Oxford vamps, side doublers	015
Extra front doublers	0125
Short blucher vamp stays	015
Long blucher vamp stays	02
Bal. top or quarter doublers	0325
Foxing doublers	0275
Oxford quarter doublers	0325
Tip doubling	0125
Cementing pressed tips	01
Pressing tips	015
Box-toe stitching:	
No. 1 or Feekwith box toe	035
No. 5 or leather box toe	03
No. 4 or Keith box toe	03
Box toe on wing-tip shoes	045
Box toe on corded-tip shoes	045
Zigzagging toe pieces	035
Stitching inlay tape:	
Perforated shoes:	
Bal. lace row	1025
Blucher lace row	13
Regular-oxford lace row	09
Blucher-oxford lace row	11
Lace and top, high shoe	15
Lace and top, oxford	13
One-half imitation foxing	21
Punched quarters:	
No. 4, high shoe	18
No. 4, oxford	1625
No. 5, high shoe	20
No. 5, oxford	1625
No. 6, high shoe	18
No. 7, high shoe	135
No. 7, oxford	135
No. 33, high shoe	25
No. 34, high shoe or oxford	135
No. 50, oxford	1625
No. 52, high shoe	17
Fancy stitching:	
Stitched quarters:	
No. 4, regular work	1125
No. 4, two rows spaced	1325
No. 5, regular work	1175
No. 5, two rows spaced	15
No. 6, regular work	135
No. 34, regular work	1175
No. 52, regular work	15
No. 52, four rows	20
No. 33, regular work	20
No. 33, four rows	30
One-half imitation foxing:	
Two-needle machine, close rows	0675
Single-needle machine, spaced rows	16
No. 7 lace row:	
Regular work, high shoe	07
Two-needle machine, spaced rows, high shoe	0975
Four-needle machine, spaced rows, high shoe	12
Oxford, regular work	06
Oxford, two-needle machine, spaced rows	085
Oxford, four-needle machine, spaced rows	1075
No. 5 stitched quarter, four rows	18
Stitching instep apron and holding in tongue	54
Stitching:	
Second row on sport oxford made with top facing and side facing	15
Second row on high sport bal. made with top facing and side facing	18
Blind row on perforated apron	13
No. 56 long wing tip, single-needle machine	30
No. 25 wing tip, single-needle machine	25

Per 12 Pairs.

Fancy stitching — *Con.*

Stitching on ball straps:

No. 6 or No. 7, perforated, held on:

Single-needle machine	\$0 26
Two-needle machine	18

No. 8 or No. 9, perforated, held on:

Single-needle machine	30
Two-needle machine	23

Ensign lacing:

Blucher	0225
Invisible eyelets	025
Eyelets No. 85	0175
Eyelets No. 12	0225

Ellis lacing, coupon O. K.

Skating blucher	04
Casing and counting shoes	05
	016

Closing:

Bal. or foxed-bal. tops	028
Blucher or golf bal. quarters	03
Congress tops	028

Button-fly to top:

Boot	08
Oxford	07

Oxford quarters	028
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Seamless or foxed-oxford tops	025
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Seamless vamps	0325
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Foxings	0325
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Oxford foxings	028
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Two seams on No. 5 backstay	065
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Three-quarter-overlap blucher vamps	05
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Inside counter pockets, split leather	04
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Seamless vamps with welts	04
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Foxings with welts	04
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Leather quarter linings	03
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Rubbing down seams:

Seamless vamps	0135
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Foxings	0135
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Bal. or button boot tops	0135
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Straight foxed blucher or foxed-bal. tops	0135
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Blucher quarters	018
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Golf bal. quarters	018
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Oxford tops	0125
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Oxford quarters when backstay is used	0135
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Button-flies	0165
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Toeing-up bal. linings

	03
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Siding-up linings

	06
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Trimming:

Tongues on cylinder-vamped shoes	015
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Doublers on seamless vamps, except Nos. 7½, 4½ and 5 backstays	0125
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Backstay stitching:

No. 2 backstay	10
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No. 2-L backstay, two-needle machine	14
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No. 4 or No. 4½ backstay	085
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No. 7 or No. 7½ backstay	075
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No. 5 backstay	09
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No. 8 backstay	075
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No. 9 backstay	08
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Backstay on three-quarter-overlap blucher	08
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No. 2 backstay on bal. shoes	15
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Vamping:

Cylinder vamping, seamless vamps:

Plain	33
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Pressed	33
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Square throat	34
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Perforated	35
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Single-needle machine	46
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Circular vamps:

Regular throat	21
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Square throat	21
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Regular throat, perforated	225
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Square throat, perforated	27
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DuBarry, plain	26
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DuBarry, perforated	30
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Ritz, plain	25
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Ritz, perforated	27
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	Per 12 Pairs.	
Vamping — <i>Con.</i>		
Circular vamps — <i>Con.</i>		
Aristo, plain	\$0	21
Aristo, perforated		24
Polo, plain		21
Polo, perforated		26
Bluchers:		
Two rows and bar:		
High shoe, plain quarter		25
High shoe, pressed quarter		25
Oxford, plain quarter		25
Oxford, pressed quarter		25
High shoe, one-half bellows tongue		36
Four-row vamping, first two rows		32
Single-needle machine		33
Three-quarter-overlap:		
Four rows, regular tongue		63
Four rows, one-half bellows tongue		68
Perforated seamless vamp, square throat		37
Blucher samples		53
Barring:		
Button-flies		0225
Tops on circular- or seamless-vamp shoes		03
Two bars on blucher vamped four rows		06
Straps, regular		03
Straps, Congress front and back		06
Cementing toe of vamp lining to vamp of plain-toed blucher		0175
Assembling for top stitchers:		
Tops and linings, bal., blucher or oxford		015
Button shoe or oxford		02
Shoes with labels, extra		0025
Shoes matchmarked, extra		0025
Trimming and staining tops:		
Bal.		02
Blucher		03
Button boot		035
Three-quarter-overlap blucher		04
Regular oxford		015
Blucher oxford		04
Button oxford		03
	Per 12 Pairs.	
	No. 1 Punch.	No. 2 Punch.
Perforating:		
Seamless vamps, all around	\$0 05	\$0 0575
Seamless vamps, one-half around	04	05
Circular vamps, regular throat	055	065
Circular vamps, square throat	055	065
Circular vamps, DuBarry	065	0725
Lace row and fancy perforated quarters:	Per 12 Pairs.	
Bal., top, lace row	\$0	0525
Blucher quarter, lace row		06
Bal. or blucher, lace row and top punched		1325
Regular oxford, lace row		0425
Blucher oxford, lace row		0525
Regular or blucher oxford, lace row and top punched		10
Punched quarters, high shoes:		
No. 4		085
No. 5		13
No. 6		0925
No. 7		075
No. 33		17
No. 34		085
No. 52		0925
Punched one-half imitation foxing		06
Punched quarters, oxfords:		
No. 5		075
No. 7		07
No. 34		0725
No. 50		085
No. 4		0725
Front of instep apron		07
Side of instep apron		0525
Foxings		06

	Per 12 Pairs.
Pinking:	
Seamless vamps	\$0 10
Circular vamps	085
Foxings	085
DuBarry or Ritz vamps	0925
Fine scalloping on above, extra	01
Seam-staying:	
Seamless vamps	04
Foxings	03
Oxford quarters	0325
Seamless or foxed-oxford tops	03
Seamless vamps, No. 5 backstay	07
Three-quarter-overlap blucher vamps	06
Inside leather linings, high shoe	06
Button-flies, closed-on work:	
High shoe	065
Oxford	05
Marking vamps for tip stitching	02
Stitching inside counter pocket	23
Stitching foxings:	
Bal. or blucher:	
Two rows, close or spaced	125
Three rows, close	13
Perforated	13
Oxford or blucher oxford:	
Two rows, close or spaced	125
Three rows, close	13
Perforated	13
Ritz:	
Two rows, close	155
Perforated	165
Four rows, close	185
Stitching in labels	0425
Stapling box toes	04
Hooking, with or without tape	035
Skiving bal. or blucher top	03
Skiving bal. or blucher front	03
LASTING DEPARTMENT.	
Putting up lasts	03
Tacking innersoles	0325
Assembling:	
No. 1 or vulco box toe	125
No. 4 or Keith box toe	15
No. 5 or leather box toe	15
Inserting paper in heels, extra	03
Pulling-over, all lasts and leathers	15
Side lasting:	
Regular work	13
Cushion innersoles	155
Whole covers	165
Top covers	145
Arch-support counters	165
Spindling, extra	03
Consolidated hand-method machine, lasting all around	35
Lasting on bed machine:	
Shoes with tips, black leather:	
Low toes, Class 3	36
Medium toes, Class 1	38
Medium-high toes, Class 4	42
High toes, Class 2	46
Plain-toed shoes:	
Lasts Nos. 18 and 32	42
Others	33
Extras:	
Colored leather	03
Patent leather	055
No. 5 or leather box toe	035
Cushion innersoles	06
Turning back tips	03
Toe trimming by machine	02
Samples:	
Bed lasting; per pair, \$0.045.	
Assembling; per pair, \$0.025.	
On other operations, 1½ price is paid.	

Per 12 Pairs.

Bed lasting, cripples: per pair, \$0.035.

Crowning or cobbling:

Per hour, \$0.57 $\frac{1}{2}$.

Per week, \$26.00.

WELT DEPARTMENT.

Stapling	\$0 0275
Tack-pulling by machine:	
Tacks and toe wire	045
Tacks	05
Welting:	
Regular work	20
Rubber welt	36
Butting welts by hand	0225
Butting welts and pulling toe wire	05
Trimming innerseams:	
New machine	04
Old machine	045
Beating welts	0275
Knocking innersole tacks	0275
Sticking shanks with tar	015
Filling bottoms with hot filler	0275
Cementing bottoms:	
Regular work	02
Rubber or fiber soles	0225
Sole laying:	
Regular work	0525
Fiber or rubber soles	055
Nailing heelseats:	
Regular work	0275
Fiber or rubber soles	0375
Roughrounding:	
Stitched-aloft soles	11
Channeled soles	115
Stitched around heel	165
Rubber-welt shoes	15
Vacuum-cup rubber soles	14
Square-toed last, knifed by hand	17
Square-toed and stitched heel	22
Samples, double price.	
Rapid stitching:	
Black or fudge stitch	25
White or gray stitch	27
Fiber or rubber soles	32
Stitched around heel, 1 $\frac{1}{2}$ price.	
Rubber-welt shoes, double price.	
Samples, double price.	
Fudge wheeling:	
Regular fudge wheel	035
Hadaway stitch separator	065
Leveling and pounding heelseats	0475
Heelseat rounding:	
Regular soles	0175
Rubber or fiber soles	0225
Sizing-out shoes	0175
Pulling lasts:	
Hinged	04
Block	045
Channeled-sole work:	
Turning channels	035
Cementing channels	03
Laying channels	045
Samples on operations not specified, 1 $\frac{1}{2}$ price is paid.	
Crowning or cobbling:	
Per hour, \$0.57 $\frac{1}{2}$.	
Per week, \$26.00.	

BOTTOMING DEPARTMENT.

Heeling, Model B machine:	
On the last	10
Off the last	085
Rubber heel bases	085
Samples:	
One- or two-pair lots; per pair, \$0.0325.	
Three pairs or more; per pair, \$0.01 $\frac{3}{8}$.	

	Per 12 Pairs.
Heeling, Rapid machine, off the last:	
¹ / ₂ , ³ / ₄ or ⁷ / ₈ heels	\$0 07
or Cuban heels	075
Rubber heel bases	065
Slugging, ¹ / ₂ , ³ / ₄ , ⁵ / ₈ or all around:	
On the last	05
Off the last	0375
Double row, double price.	
Heel shaving:	
On the last	055
Off the last	05
Rubber heels on bases	06
Stitched around heel	09
Heel breasting:	
On the last	04
Off the last	035
Edgetrimming:	
On the last	32
Off the last	30
Orthopedic shoes not to be knifed on the inside.	
Wetting heels	01
Lining heel breasts	0125
Scouring heel breasts	015
Re-lasting shoes made off the last	03
First heel scouring, rough scouring:	
Two-paper method	06
One-paper method	035
Rubber heels	06
Second heel scouring, smooth scouring:	
Rough, two-paper method	0275
Rough, one-paper method	03
Rubber heels	03
Edgesetting:	
One setting	18
Two settings	28
Second wheeling on fudge-stitched shoes	025
Plugging heels	045
Nailing top-lifts, three nails:	
On the last	035
Off the last	03
Blacking heels	015
Heel burnishing:	
Expedite machine	06
Bench machine	05
Rubber heels:	
Casing	0075
Cementing	015
Cementing rubber heel bases	0125
Sticking heels to bases	025
Nailing rubber heels by hand:	
Springstep or Simplex	165
Dryden	125
Doublewear	155
Dryden sport:	
Men's	155
Women's	125
Duflex sport, men's or women's	125
Walkmore or Premier	125
Wingfoot	155
Heels on ⁵ / ₈ bases	155
Samples:	
Edgetrimming or heel burnishing, double price.	
Edgesetting; per pair, \$0.04.	
Operations not specified, 1 ¹ / ₂ price.	

FINISHING DEPARTMENT.

Buffing bottoms:	
All over	11
Foreparts and shanks	085
Top-lifts	045
Odd shoes, and refinishing	10
Buffing and filling holes	065
Staining:	
All over, natural finish	03
All over, dark stain finish, including breast of heels	035

		Per 12 Pairs.
Staining — Con.		
Foreparts, shanks and breast of heels, dark stain finish		\$0 035
X finish or back to heel		026
Foreparts		022
Top-lifts		022
Shoes finished without buffing		045
Gumming:		
All over		03
X finish or back to heel		026
Foreparts		022
Top-lifts		022
No. 94 finish:		
All over		078
X finish or back to heel		07
Foreparts		06
Bleaching:		
All over or XT finish		0275
Foreparts and shanks or X finish		025
Foreparts		02
Waxing and polishing:		
All over		055
X finish or foreparts and shanks		045
Foreparts		03
Top-lifts		02
Applying solution:		
All over		02
Foreparts and shanks		02
Foreparts		015
Painting bottoms:		
All over or XT finish		0425
Foreparts, shanks and breasts of rubber or leather heels		0375
Foreparts and shanks		035
Foreparts		025
Black bottoms:		
All over		035
Foreparts and shanks		0275
All over, oil finish		035
Top-lifts		02
Kite cut on shank		035
Striping, wire striper:		
Foreparts		02
Foreparts and shanks		03
Stamping bottoms:		
Union stamp		02
Shank stamp		0225
Forepart stamp		0225
Edge brushing, black shoes:		
Cleaning edges with chisel brush		0325
Cleaning edges with chisel brush, patent leather		08
Burnishing black bottoms:		
All over		07
Foreparts and shanks		05
Shanks		03
Top-lifts		025
Scratching slugs		015
Last pulling:		
Hinged		04
Block		045
Followers		015
TREEING AND PACKING DEPARTMENTS.		
Brushing and edge rolling		0325
Pasting in heel pads		02
Lacing or buttoning:		
Lacing, regular eyelets		03
Lacing, invisible eyelets		035
Buttoning boots or oxfords		0375
Dressing:		
Tops, one coat		02
Vamps, two coats		05
Oxfords, two coats		06
Vici, two coats all over		07
Vici, Ballroom last		08
Gun metal, whole-quarter blucher, two coats		08
Extra coat		035

Per 12 Pairs.

Dressing — Con.

Re-finishing:

One coat	\$0 045
Two coats	08

Repairing shoes:

Colored	20
Black	08

Women piece workers; per hour, \$0.45.

Men piece workers; per hour, \$0.50.

Per Hour. Per Week.

Cleaning linings or feeling for tacks	\$0 33 $\frac{1}{2}$	\$15 00
Inspecting shoes (by men)	47 $\frac{1}{2}$	21 50

Repairing:

Colored leather:

By men	46 $\frac{1}{2}$	21 00
By women	40	18 00

Black leather (by men)	44 $\frac{1}{2}$	20 00
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Packing shoes (by women)	40	18 00
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Packing samples (by men)	50	22 50
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Labeling boxes and stamping	40	18 00
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Mending (by women)	40	18 00
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Per 12 Pairs.

Treeing:

Black India vici; racked off, sized out, ironed by power machine, by hand if necessary, and one coat of filler applied with a sponge	\$0 205
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Gun metal, white or colored stitches; racked off, sized out, ironed by power machine, by hand if necessary, one coat of white filler applied with sponge and ragged	205
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Gun metal satin, all satin or without top; racked off, sized out, one coat of filler applied with brush, ironed by power machine with cold irons, toes blocked up, rubbed with stick if necessary, one coat of filler applied with sponge and ragged	30
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Gun metal satin with hot-ironed tops; racked off, sized out, one coat of filler applied to vamp with brush, ironed with cold irons on power machine, tops ironed with hot iron by hand, one coat of filler applied all over, ragged, rubbed with stick and toes blocked up if necessary	30
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Gun metal with hot-ironed tops; racked off, sized out, ironed with hot irons on power machine, touched up with hot iron by hand if necessary, one coat of filler applied to vamp and top with sponge and ragged	205
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Gun metal with black or colored cloth tops; racked off, sized out, ironed with hot irons on power machine, ironed by hand if necessary, one coat of filler applied to vamp with sponge, ragged, cleaner applied to top with brush and ragged	30
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Vici vamps and tops; racked off, sized out, ironed with hot irons on power machine, toes blocked up, ironed by hand if necessary, one coat of filler applied with sponge	205
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Vici with dull, hot-ironed tops; ironed with hot irons on power machine, by hand if necessary, one coat of filler applied to vamp with sponge and one coat of dull filler applied to top	30
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Horse butts; racked off, sized out, ironed by hand with hot iron, one coat of filler applied, ironed by machine, second coat of filler applied, ragged and toes blocked up if necessary	30
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Boarded grain, home-guard shoes; racked off, sized out, cleaned, washed, toes blocked up, filler applied and ragged to a polish when dry	41
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Tan or colored vici and cabaretta; racked off, sized out, cleaned, ironed with hot irons on power machine, by hand if necessary, and one coat of vici filler applied with sponge	275
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Tan cabaretta; racked off, sized out, ironed with hot irons on power machine, by hand if necessary, cleaner applied with brush and ragged	275
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Mahogany calf; racked off, sized out, cleaned with brush, ironed on power machine and by hand if necessary, one coat of polish or 50-50 applied and allowed to dry, second coat of polish or 50-50 applied and allowed to dry, and polished with brush	48
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Colored calf, including mahogany calf; racked off, sized out, cleaned with brush, one coat of polish or 50-50 applied and, when dry, polished with brush	36
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Ironed, extra	055
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Extra coat of polish or 50-50 applied	055
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Colored side-leather, such as tan or mahogany, brown horse, Titan or colored bark-tan; racked off, sized out, cleaned, ironed on power machine and by hand if necessary, one coat of dope applied and allowed to dry, second coat of dope applied and allowed to dry, polished with brush and ragged	42
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Elk; cleaned with No. 1 cleaner, coat of filler applied with sponge and, when dry, ragged to a polish	35
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Per 12 Pairs.

Treeing — *Con.*

Smoked or pearl elk with instep apron of different stock; vamps and quarters cleaned with No. 1 cleaner, aprons cleaned separately and, when dry, vamps, quarters and aprons ragged with hot cloth to a polish	\$0 38
Patent-leather vamps and oxfords; racked off, sized out, cleaned with patent-leather cleaner, vaseline applied, ironed with hot irons, ragged, benzine applied and ragged to a polish	41
Edges and shanks cleaned with hand brush	075
Patent leather with dull-leather tops; racked off, sized out, vamps cleaned with patent-leather cleaner, vaseline applied to vamps, vamps and tops ironed with hot irons, vamps ragged, benzine applied to vamps and ragged to a polish and one coat of dull filler applied to tops with sponge	46
Edges and shanks cleaned with hand brush	075
When necessary to tree by methods other than those covered by the price-list:	
Racked off and sized out	01
Washed and cleaned with rag and sponge	055
Washed and cleaned with brush	205
Ironed	05
One coat of dope applied	065
Second coat of dope applied	065
Brushed and ragged	08
Extra work; per hour, \$0.60.	
Per week, working by the hour, \$25.00.	
Samples:	
Black leather; per pair, \$0.05.	
Tan leather; per pair, \$0.09.	

SOLE-LEATHER DEPARTMENT.

	Per Hour.	Per Week.
Cutting or sorting outsoles	\$0 66 $\frac{2}{3}$	\$30 00
Casing outsoles by tags:		
First man	66 $\frac{2}{3}$	30 00
Second man	60	27 00
Counting and racking outsoles	44 $\frac{4}{5}$	20 00
Grading outsoles by machine	40	18 00
Buffing outsoles	42 $\frac{2}{3}$	19 00
Cutting or sorting grain innersoles	62 $\frac{2}{3}$	28 00
Cutting taps or top-lifts	51 $\frac{1}{2}$	23 00
Sorting top-lifts	46 $\frac{2}{3}$	21 00
Sorting or grading taps	46 $\frac{2}{3}$	21 00
Casing innersoles	50	22 50
Buffing taps	42 $\frac{2}{3}$	19 00
Cutting leatherboard	48 $\frac{2}{3}$	22 00
Heel compressing	46 $\frac{2}{3}$	21 00
Casing heels or top-lifts:		
First man	48 $\frac{2}{3}$	22 00
Second man	38 $\frac{2}{3}$	17 50
Top-lift compressing	46 $\frac{2}{3}$	21 00
Stock rolling and splitting	44 $\frac{4}{5}$	20 00
Lumping	40	18 00
Grading innersoles	46 $\frac{2}{3}$	21 00
Skiving innersoles	41 $\frac{1}{2}$	18 50

STOCKFITTING DEPARTMENT.

	Per 12 Pairs.
Moulding soles	\$0 0125
Tap trimming	0135
Tap trimming, three-quarter or full length double soles	02
Cementing:	
Single soles	0125
Tap soles	023
Fiber or leather double soles	032
Feather-edging	0125
Stamping innersoles	01
Channeling:	
Regular lasts	0425
Lasts Nos. 22, 23, and 37	065
Channel turning	03
Stitching or setting lips on innersoles	035
Gem trimming:	
Regular lasts	0375
Lasts Nos. 22, 33, and 37	04
Forming-in channels	0225
Cutting canvas	0275

	Per 10 Pairs.
Re-blocking innersoles	\$0 025
Veneering:	
Top soles	02
Double soles	045
Stamping outersoles	01
	Per Hour. Per Week.
Bench work (by girls)	\$0 33 $\frac{1}{2}$ \$15 20
Casing innersoles	46 $\frac{1}{2}$ 21 00
Rounding innersoles	46 $\frac{1}{2}$ 21 00
Re-blocking innersoles	54 24 30

HEEL-CUTTING DEPARTMENT.

	Per 60 Pairs.
No. 7:	\$0 80
No. 3:	75
Whole heels:	
whole leather blank	40
No. 4:	
.	60
.	55
.	50
Nailing heels:	
First lift, pulp heels:	
Up to $\frac{1}{4}$	125
Up to $\frac{1}{2}$	09
$\frac{3}{4}$ and up	09
Each additional lift:	
Up to $\frac{1}{4}$	025
$\frac{1}{2}$ and up	025
No. 5 heel, tacked with two nails, when more than 125 dozen per week are done	05

LEOPOLD MORSE COMPANY — BOSTON.

JULY 26, 1922.

In the matter of the joint application for arbitration of a controversy between Leopold Morse Company of Boston and clothing cutters and trimmers. (84)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards in the factory of Leopold Morse Company at Boston 10 per cent reduction in the prices paid to clothing cutters and 5 per cent reduction in the prices paid to trimmers, for the work as there performed.

This decision shall take effect as of July 31, 1922.

ENGEL-CONE SHOE COMPANY — BOSTON.

AUGUST 15, 1922.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and employees. (102)

The Board awards that the following prices shall be paid by Engel-Cone Shoe Company to its employees at Boston for the work as there performed: —

	CUTTING ROOM.				
	Per Pair.				
Cutting (including foxings):	Women's.	Misses'.	Children's.	Infants'.	Kicks.
Three-quarter-foxed	\$0 06 $\frac{1}{2}$	\$0 05	\$0 04 $\frac{1}{2}$	\$0 04 $\frac{1}{2}$	\$0 04 $\frac{1}{2}$
Circular-foxed Polish	07 $\frac{1}{2}$	05 $\frac{1}{2}$	05 $\frac{1}{2}$	05	04 $\frac{1}{2}$
Seamless Polish	05 $\frac{1}{2}$	05	04 $\frac{1}{2}$	04 $\frac{1}{2}$	04 $\frac{1}{2}$
Whole-quarter Polish	05	04 $\frac{1}{2}$	04 $\frac{1}{2}$	04 $\frac{1}{2}$	04
Whole-quarter Polish oxford	05	04	04 $\frac{1}{2}$	04	04
Button oxford	05 $\frac{1}{2}$	05	05	04	04 $\frac{1}{2}$
Blockers	03	02	02 $\frac{1}{2}$	02	02

	Men's.	Per Pair. Boys'.	Youths'.
Cutting (including foxings) — <i>Con.</i>			
Whole-quarter	\$0 05 $\frac{1}{2}$	\$0 05	\$0 04 $\frac{1}{2}$
Whole-quarter oxford	05 $\frac{1}{2}$	05	04
Circular-foxed	06	05 $\frac{3}{4}$	05
Seamless	06	05 $\frac{1}{2}$	05
Cutting:			
Blockers	03 $\frac{1}{2}$	03 $\frac{1}{2}$	02 $\frac{1}{2}$
Blockers, colors, no extras.			
			Per 24 Pairs.
Work shoes, by machine			\$0 85
			Per Pair.
Romeos			\$0 06
Juliets			05
Women's whole-quarter bals.			06
Kid ankle-tie kacks			02
Extras:			
Plain toes			00
Extra shoes with blockers: combinations, on shoes			00
Button-flies			00
Colors			00
Small lots, 20 pairs or under			00
Dull tops			00
Slots or holes, per hole			00
Stays			00
Blocker stays, two pieces to a pair			00
Blucher effect			00
Blockers with runner shoes			00
Tips			00
Kid: misses', youths', boys', women's or men's			01
Kid: kacks, infants' or children's			00
Shoes over standard height			00
Circular-foxed shoes			00
Samples: double price.			
Time work, per hour, \$0.81.			
Broken stock or pieces, time work.			
Machine cutting, 30% less than prices for hand cutting.			
Calf shoes: no extra.			
One-strap ankle ties:			
Kacks			04 $\frac{1}{2}$
Infants'			04
Children's			05
Misses'			05 $\frac{1}{2}$

	Infants' Children's Misses'.	Per 36 Pairs. Women's.	Boys'.	Men's.
Lining Cutting:				
Button shoes	\$0 08			
Button shoes, with button flies	20	\$0 24		
Button oxfords	21			
Polish oxfords	24	24		
Blucher shoes with vamp linings	20	27	\$0 26	\$0 26
Blucher shoes, quarter linings	12	26	26	26
Blucher oxfords	17	20	20	20
High-cut button	30	39	39	
High-cut blucher	50	50	50	50
Toe linings	09	09		
Cloth linings, ankle ties	07 $\frac{1}{2}$	07 $\frac{1}{2}$		
Vamp linings	06			
Leather linings:				
Sandals	12	12	18	18
Ankle ties	15	18		
Ventilated oxfords	16	18	24	24
Ventilated blucher bals			39	39
Black kid			51	51
Women's blucher and Polish side stays and tongues; per 36 pairs, \$0.17.				
Hand work, per hour, \$0.60.				

	Per 36 Pairs.					
	Infants'.	Children's.	Misses'.	Women's.	Boys'.	Men's.
Clicking machine:						
Sandals:						
Toe out	\$0 07	\$0 07	\$0 07	\$0 07	\$0 07	\$0 07
Centre out	12	12	12	12	12	12
Ankle ties		15	15	15		
Ventilated oxfords:						
Sides	11	12	12	16½	16½	16½
Centres	08	09	09	13	13	13
Toe out	05	06	06	07½	07½	07½
Work shoes					27	27
Black kid (No. 113 pattern)						12
Gymnasium oxfords					21	21
Blucher oxfords	21	21	21	21	21	21
Outing oxfords	20	20	20	20	20	20
Time work, per hour, \$0.45.						
Dinking:						
Sandals	17	17	17	19	19	19
Outing oxfords	20	16	16	20	20	20
Ventilated oxfords, lined	12	12	12	12	12	12
Ventilated oxfords:						
Unlined, two parts	11	11	11	11	11	11
Unlined, three parts	20	20	20	20	20	20
Blucher shoes, three parts	05	05	15	15	15	15
Button and oxfords	10	10	10	10		
Blucher oxfords	11	11	11	16	16	16
High-cut buttons	30	30				
High-cut bluchers			30			
Bluchers					22	22
						Per 36 Pairs.
Button flies on button oxfords						\$0 06
Button flies on shoes						05
Backstays						05
Blucher tongues						05
Misses' blucher tongues						10
Bows on ankle ties						07
Men's and boys' work shoes						09
Scout bal.						16
Side stays, eight pieces to a pair; hour work, \$0.18.						
Elk bals., tongues and side stays; per 24 pairs, \$0.14.						
Hour work; per hour, \$0.25.						

STOCK ROOM.

	Per Week.
Outersole cutting	\$30 00
Cutting bellies and heads	27 00
Cutting canvas	27 00
Sorting soles	25 00
Sorting innersoles	24 00
Monarch skiving	22 00
Sorting counters	21 00
Sorting toplifts	21 00
Putting up soles	21 00
Skiving	21 00
Shanking out	22 00
Skiving soles, heelseats and tacking	23 00

Per 100 Pairs.

Moulding and wetting	\$0 18
Spring-heeling	17
Plugging	05½
Counter gluing	11½
Backing innersoles	17
Dinking innersoles:	
Boys' and women's	24
Men's	29
Dinking pancake:	
Misses', youths', boys' and women's	08½
Men's	10

LASTING ROOM.

	Per Pair.
Staple lasting:	
Misses'	\$0 05
Women's	06

MAKING ROOM.

Per 100 Pairs.

Leveling	\$0 52
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Per 36 Pairs.

Staining welts, black	\$0 05
Staining welts, tan	06
First indenting: kacks, infants', children's, misses', youths'	09½
Heel burnishing	21½
Rimming spring-heels	07
Buffing heel shoes	32
Staining unbuffed bottoms:	
Infants', children's, misses', spring-heels	07½
Misses', heels	08
Youths', boys', women's	08
Staining buffed bottoms:	
Infants', children's, misses', spring-heels	08½
Misses', heels	09
Youths', boys', women's	09
Bleaching bottoms, kacks	06½

Per 24 Pairs.

Second indenting	\$0 04½
Heel burnishing	15
Rimming and scouring top-pieces	09½
Staining unbuffed bottoms, men's	06½
Staining buffed bottoms, men's	09

EDGEMAKING.

Per 36 Pairs.

Edgetrimming:	
Kacks	\$0 77
Infants'	98½
Children's	98½
Misses', spring-heels	98½
Misses', heels	88
Youths'	88
Boys'	1 03
Boys' oxfords	91
Women's, heels	1 03
Women's, spring-heels	98½

Per 24 Pairs.

Men's boots	\$0 68
Men's oxfords	61

Per 36 Pairs.

Edgesetting:	
Kacks	\$0 44
Infants' boots	64
Infants' oxfords, sandals, ankle ties	44
Children's boots	74
Children's oxfords, sandals, ankle ties	44
Misses' boots, heels	64
Misses' boots, spring-heels	80
Misses' oxfords, sandals, ankle ties	50
Youths', spring-heels	75
Youths', heels	64
Boys' boots	74
Boys' oxfords	64
Women's boots, heels	80
Women's boots, spring-heels	80

Per 24 Pairs.

Men's boots	\$0 54
Men's oxfords	44

By an agreement of the parties, this decision shall take effect as of June 7, 1922.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

AUGUST 17, 1922.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and cutters. (100)

The Board awards that \$25 per week of 48 hours shall be paid by the Marlborough Shoe Company at Marlborough for cutting quarter linings, as the work is there performed.

BANCROFT WALKER COMPANY — BOSTON.

AUGUST 24, 1922.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and lasters. (117)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

	Per 12 Pairs.
Assembling	\$0 171
Pulling-over:	
Plain toes	No change 117
Plain toes where leather box is used	1305
Tipped shoes	No change 135
Tipped shoes where leather box is used	1485
No. 6 operating:	
Regular work	No change 3465
Regular work, where leather counter is used	3645
Patent leather	No change 369
Patent leather where leather counter is used	387
Beaded vamp toes, extra	027

By agreement of the parties, this decision shall take effect as of July 1, 1922.

**JOSEPH F. CORCORAN SHOE COMPANY, FIELD & FLINT COMPANY,
GEORGE E. KEITH COMPANY, KILLORY-MORIARTY COMPANY,
WALL, DOYLE & DALY, INC. — BROCKTON.**

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (95)

The Board awards that there shall be no change in the prices paid by Joseph F. Corcoran Shoe Company at Brockton for edgetrimming and edgsetting (one setting), as the work is there performed.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and edgemakers. (105)

The Board awards that there shall be no change in the prices paid by Field & Flint Company at Brockton for edgetrimming, edgsetting (two settings) and rolled-edge work, including around the heel, as there performed.

AUGUST 31, 1922.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and edgemakers. (106, 107)

The Board awards that there shall be no change in the prices paid by George E. Keith Company at Brockton for edgetrimming, edgесetting (two settings) and rolled-edge work, including around the heel, in Factory No. 3; and for edgесetting (two settings, including wheeling) in Factory No. 11; as the work is there performed.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and edgemakers. (108)

The Board awards that there shall be no change in the prices paid by Killory-Moriarty Company at Brockton for edgetrimming and edgесetting (one setting), as the work is there performed.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (96)

The Board awards that there shall be no change in the prices paid by Wall, Doyle & Daly, Inc., at Brockton for edgetrimming and edgесetting (two settings and one setting), as the work is there performed.

E. E. TAYLOR COMPANY — BROCKTON.

AUGUST 31, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and finishers. (112)

The Board awards that there shall be no change in the price paid by E. E. Taylor Company at Brockton for scouring men's and women's rubber heels (spring heels or whole rubber heels), with one paper, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

SEPTEMBER 13, 1922.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (114)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton for the items of work submitted, as there performed, except as follows:

Vamping women's shoes:	Per 24 Pairs.
Blucher oxford, one-needle machine	\$0 83
Extras:	
Third row after vamping:	
AA grade	3064
B grade	2802
C grade	2541
Four-row work, two-needle machine:	
Third and fourth rows	3586
Third and fourth rows, Tuxedo vamps, except patterns Nos. 242 and 244	414
Four-row work, single-needle machine; third or fourth row:	
AA grade	3064
B grade	2802
C grade	2541

E. E. TAYLOR COMPANY — BROCKTON.

SEPTEMBER 13, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (113)

The Board awards that there shall be no change in the prices paid by E. E. Taylor Company at Brockton for the items of work submitted, as there performed, except as follows:

	Per 24 Pairs.
Vamping (not including holding the tongue):	
Men's French bal., two-needle machine, two rows	\$0 7776
Suzanne bal., through the lining:	
One-needle machine, two rows	9607
Two-needle machine, two rows	7776
Men's raglan blucher oxford; one-needle machine, two rows and bar	7074
Women's raglan blucher; one-needle machine, two rows and bar, through the lining	7596
Men's No. 4 side-seam oxford:	
One-needle machine, two rows	795
Two-needle machine, two rows	60
Suzanne side-seam oxford, through the lining:	
One-needle machine, two rows	6993
Two-needle machine, two rows	5163
Women's No. 4 side-seam oxford, through the lining:	
One-needle machine, two rows	8735
Two-needle machine, two rows	6505

T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY, STONE, TARLOW COMPANY, INC. — BROCKTON.

SEPTEMBER 21, 1922.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Churchill & Alden Company and Stone, Tarlow Company, Inc., shoe manufacturers of Brockton, and edgemakers. (120-122)

The Board awards that the following prices shall be paid by T. D. Barry Company, Churchill & Alden Company and Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Edgetrimming or edgesetting shoes with gable edges:
 Foreparts; no extra.
 Around the heel; 1½ price.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

T. D. BARRY COMPANY — BROCKTON.

SEPTEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and edgetrimmers. (119)

The Board awards that \$36 per week shall be paid by T. D. Barry Company at Brockton for edgetrimming samples, as the work is there performed.

GEORGE E. KEITH COMPANY — BOSTON.

SEPTEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and edgeseeters in Factory No. 9, Boston. (118)

The Board awards that \$3.50 per 100 pairs shall be paid by the George E. Keith Company in Factory No. 9 in Boston for edgeseeting satin turned shoes (two settings), as the work is there performed.

By agreement of the parties this decision shall take effect as of June 2, 1922.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

OCTOBER 3, 1922.

In the matter of the joint applications for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and employees. (124-126)

The Board awards that there shall be no change in the prices paid by the Marlborough Shoe Company at Marlborough for the items of McKay and welt lasting submitted.

The Board also awards that there shall be no change in the prices paid for the items of work submitted in the making department, except as follows:

	Per 12 Pairs.
Beating-out, including pounding when necessary, on Hercules machine	\$0 09
Cleaning boots (vamps and foxings):	
Patent leather	08
Other leather	05
Breasting on the last, extra	00½

C. H. ALDEN COMPANY — ABINGTON.

OCTOBER 10, 1922.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and lasters. (115)

The Board awards 10% reduction in the prices paid by C. H. Alden Company at Abington in the lasting department for the items of work submitted, as there performed.

BARNETT SHOE COMPANY — LYNN.

OCTOBER 10, 1922.

In the matter of the joint application for arbitration of a controversy between the Barnett Shoe Company of Lynn and stitchers. (134)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 5½ cents per pair shall be paid by the Barnett Shoe Company at Lynn for pump-stitching, pattern No. 1216, as the work is there performed.

By agreement of the parties this decision shall take effect as of August 15, 1922.

NATIONAL SHOE COMPANY — LYNN.

OCTOBER 10, 1922.

In the matter of the joint application for arbitration of a controversy between the National Shoe Company of Lynn and stitchers. (135)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 5½ cents per pair shall be paid by the National Shoe Company at Lynn for pump-stitching, pattern No. 500, as the work is there performed.

By agreement of the parties this decision shall take effect as of August 15, 1922.

GEORGE E. KEITH COMPANY — BOSTON.

OCTOBER 26, 1922.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and cutters, etc., in Factory No. 9 at Boston. (136)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9 at Boston, for the work as there performed:

	Per Week.
Sorting	No change \$48 50
Cripple cutting	No change 45 00
Outside cutting	No change 45 00
First six months, apprentices	36 50
Thereafter	45 00
Top cutting, cloth or leather:	
First six months, apprentices	29 25
Thereafter	33 60
Vamp throating:	
First three months	22 95
Thereafter	33 60
Cloth-lining cutting:	
First six months	29 50
Thereafter	40 00
Hand trimming and leather-lining cutting:	
First three months	20 00
Thereafter	29 25
Die trimming cutting:	
First six months	17 50
Thereafter	21 50
Skiving (including Pluma machine):	
First class (all folded work except outside backstays, etc.)	31 20
Second class:	
First three months, beginners	21 15
Thereafter	26 50
Head skiver	35 00
Matchmarking:	
First three months	13 50
Thereafter	17 10
Pattern boys:	
First three months	13 50
Thereafter	19 35
Casing linings:	
First three months	13 50
Thereafter	19 35
Assembling:	
First three months	13 50
Thereafter	17 55
Miscellaneous help:	
First three months	13 50
Thereafter	16 50
Tip or vamp perforating	19 35

STACY-ADAMS COMPANY — BROCKTON.

OCTOBER 26, 1922.

In the matter of the joint applications for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and lasters. (131, 132)

The Board awards that there shall be no change in the prices paid by Stacy-Adams Company at Brockton for the items of work submitted in the lasting department, except as follows:

	Per 24 Pairs.
Operating No. 5 bed machine, combination tags; no extra.	
Side-lasting, extension innersoles, extra	\$0 15
Tacking innersoles with plates, extra	15

J. I. MELANSON & BROTHER — LYNN.

OCTOBER 31, 1922.

In the matter of the joint application for arbitration of a controversy between J. I. Melanson & Brother, shoe manufacturers of Lynn, and edgetrimmers. (129)

The Board awards that the following prices shall be paid by J. I. Melanson & Brother at Lynn, for the work as there performed:

	Per 12 Pairs.
Edgetrimming:	
Women's, misses' or boys' shoes with heels	\$0 369
Misses', spring-heels	49
Children's, spring-heels	41
Samples or one-pair to six-pair lots:	
Shoes with heels	55
Spring-heels	70
Extras:	
Jointing	085
Knifing and randing	085
Plug cutter	07
Wetting foreparts and shanks	07

By agreement of the parties this decision shall take effect as of August 8, 1922.

BANCROFT WALKER COMPANY — BOSTON.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and lasters. (137)

The Board awards that there shall be no change in the prices paid by Bancroft Walker Company at Boston for side-lasting by hand, as the work is there performed.

A. J. BATES COMPANY — WEBSTER.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and lasters. (127)

The Board awards that the following prices shall be paid by A. J. Bates Company at Webster, for the work as there performed:

	Per 12 Pairs.
Putting up lasts	No change \$0 0325
Pulling-over by machine:	
With shellac box	No change 1225
With vulco box	No change 135
High toes Nos. 33, 86 and 400, extra	03
Lasting sides by machine	No change 14

CHARLES A. EATON COMPANY — BROCKTON.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (145)

The Board awards that an extra of \$0.0784 per 24 pairs over the price for vamping regular bluchers shall be paid by Charles A. Eaton Company at Brockton for vamping the Pediform blucher on the single-needle machine (two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

NOVEMBER 2, 1922.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vampers. (146)

The Board awards that an extra of \$0.0784 per 24 pairs over the price for vamping regular bluchers shall be paid by Thompson Brothers Shoe Company at Brockton for vamping the Pediform blucher on the single-needle machine (two rows), as the work is there performed.

A. J. BATES COMPANY — WEBSTER.

NOVEMBER 8, 1922.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and stitchers. (128)

The Board awards that there shall be no change in the prices paid by A. J. Bates Company at Webster for the items of work submitted in the stitching department, as there performed, except as follows: —

Per 12 Pairs.

Hooking, after three months' experience:

Per week, \$15.

Doubling:

Seamless vamps	\$0 0275
Blucher vamps, including bridging	03
Tips	0125
Foxings	02

Making linings:

Bal.	1495
Button-fly lining on cloth lining	04
Circular bal., including side facing and tongue	0802
Stitching top facings, including cutting work:	
Plain	035
Two facings	045

Stitching silk labels on linings:

One to a pair	035
Sizes for labels	035

Folding by hand, including cementing and snipping:

Oxford	075
Round-top bal.	11

Folding, Boston foot-power machine, blucher

	0325
--	------

Marking side row:

Bal., fancy	025
Blucher	025
Blucher, No. 3 side stitch	03
Blucher, No. 4 side stitch	035

Stitching side row:

No. 29	08
No. 18	08
Plain, one-needle machine	045
Plain, two-needle machine	045
No. 8	08
No. 3	08
No. 13	08
No. 4	11
No. 7, one row	05
No. 19	065
Perforated, No. 1 underlay fed in, bal.	06

Stitching side row including cutting work, oxford

	04
--	----

Seaming up quarters:

Tops, zigzag	025
Tight seam, counters	03
Counters, zigzag	025

Seaming button-fly linings

	035
--	-----

Stitching tape on button-fly

	03
--	----

Stitching leather linings

	035
--	-----

Rubbing by hand:

Quarters, one seam	015
Leather linings	015

Vamps:

One seam	015
Two seams	025

Button shoes, front seams (two operations)

	02
--	----

Staying button-flies:

Two-needle machine	055
One-needle machine	08

Stitching backstays:

No. 8	055
No. 11	10
T	09

No. 14:

One operation without strap	10
With strap	11

To top, Nos. 1, 2, 8, 18

	0575
--	------

No. 17

	065
--	-----

No. 17 with strap

	075
--	-----

Nos. 14 and 11 on bal.

	06
--	----

No. 15

	065
--	-----

No. 17, through lining and inside backstay

	08
--	----

No. 18, run straight off

	08
--	----

Narrow backstay, such as Nos. 25, 26, 27, 28, etc., where backstay material

comes in a roll and is stitched by two-needle machine	05
---	----

Stitching blucher foxings and counters to quarters:

Single-needle machine	19
Two-needle machine	14

	Per 12 Pairs.
Stitching blucher foxings and counters to quarters — <i>Con.</i>	
Foxed bal. or oxford, single-needle machine	\$0 25
Foxings, short stop	22
Hooking:	
Regular machine	025
With pieces	03
High-cut	025
Laying on, oxford	0625
First row (undertrimming):	
Blucher, seamed or laid on	13
Button with panel backstay	17
Cutting and making buttonholes: per 100, \$0.07.	
Finishing buttonholes; per 100, \$0.03.	
Stitching tips:	
Two rows, two-needle machine	0375
Three rows, three-needle machine	0375
Four rows, four-needle machine	04
Boxes	0425
No. 202 or four rows	075
Butted tips	0225
Seaming counters	0275
Seaming vamps	0275
Seaming vamps, two seams	055
Staying:	
Bal., button or oxford vamps, two-needle machine	0275
Whole-quarter tops, not to be cut back	035
Stitching tongues on blucher	06
Trimming and lacing, blucher	02
Closing leather lining, old-style machine	035
Trimming ends after vamping	01

RIALTO SHOE COMPANY — LYNN.

NOVEMBER 9, 1922.

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and cutters. (151)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.27 per 36 pairs shall be paid by the Rialto Shoe Company at Lynn for dinking inlays for tongues, two pieces to a pair, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

FIELD & FLINT COMPANY — BROCKTON.

NOVEMBER 23, 1922.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and solefasteners. (148)

The Board awards that the following prices shall be paid by Field & Flint Company at Brockton, when shoulder innersoles are used, for the work as there performed:

	Per 24 Pairs.
Goodyear welting	\$0 644
Roughrounding	288
Goodyear stitching:	
White or surface stitch	702
Fudge stitch	63

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HUCKINS & TEMPLE, INC. — MILFORD.

NOVEMBER 23, 1922.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (143, 182)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

	Per 12 Pairs.
Stitching No. 10 backstay	\$0 06
Roughrounding, samples; 1½ price.	
Undertrimming (no bar or strap), held-on work:	
Oxford, regular work, folded edge	1724
Oxford, regular work, plain edge	1724
Oxford, No. 3 fitting	1724
High-cut, No. 3 fitting	22
Bal., Cordovan, plain edge	22
Samples, 1½ price.	
Vamping: holding in right and left tongues, extra	02

STONE, TARLOW COMPANY, INC. — BROCKTON.

NOVEMBER 23, 1922.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and skivers. (147)

The Board awards that there shall be no change in the price paid by Stone, Tarlow Company, Inc., at Brockton for the "head skiver," so called; namely, \$31.50 per week.

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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

OF THE

BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1923



OFFICIALS

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION
AND THE DIVISION OF MINIMUM WAGE)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

Office

Room 472, STATE HOUSE

BOARD OF CONCILIATION AND ARBITRATION.

EDWARD FISHER, *Chairman*, HERBERT P. WASGATT, SAMUEL ROSS.

At the beginning of the year there were 41 joint applications for arbitration pending; during the year 527 joint applications were filed, making a total of 568. Five normality petitions were filed and five certificates were granted. Of the arbitration cases, 115 were settled, abandoned or withdrawn, 442 decisions were rendered and 11 are pending. Three petitions were also filed, requesting in two instances the removal of veterans in the public service and in one instance the abolition of the positions held by four veterans.

CONCILIATION.

The Board has been actively engaged during the year in this branch of the service, its agent being repeatedly called upon to visit various sections of the commonwealth. It has investigated and acted as conciliator in 52 cases, a large percentage of which has been adjusted. In all about 530 employers and 64,000 employees were involved. In addition the Board's services have been sought to aid in drafting agreements between employers and employees, under the terms of which provision was made for the avoidance of strikes and lockouts.

Of the many labor controversies which engaged the attention of the Board the following are among those which assumed the most serious magnitude: the strike of telephone operators, that of stationary firemen in the paper industry in Holyoke and the vicinity, and that of the boot and shoe workers in Brockton and the vicinity. A brief statement of these controversies follows.

Telephone Strike. — In the spring the telephone operators in the employ of the New England Telephone & Telegraph Company presented demands through the New England Council of the Telephone Operators' Union for an increase in wages, a reclassification of rates, and also a reduction in the working hours. After several conferences with representatives of the employees the company declined to grant these demands.

Although there was some dissension among the employees, not all joining in these demands, nevertheless when a ballot was taken the vote was in favor of a strike to enforce them. The strike began on June 26, previous to which date the Board tendered its good offices to both parties and endeavored to find a basis of adjusting the differences, but it was apparent that unless at least one of the parties to the controversy was willing to recede from the respective position taken, an adjustment at that time was improbable.

At the time of the strike there were about 12,000 operators employed by this company, and of this number about 4,000 ceased work. In some exchanges there was no cessation of work and, therefore, no interruption of service except on toll lines; in others, the service was somewhat affected; and in still others the service was very seriously affected. The Board continued in its efforts to find a solution of this problem and met with some unusual difficulties by reason of the fact that the strike, being general, extended into other states. On July 14 the Board conferred with a committee of the employees and recommended that the strike be declared off, with the understanding that the Board would use its good offices to procure the reinstatement of as many as possible of the former employees and would take up with the company any grievance or complaint which might later arise. The committee at that time declined to accept the recommendation, but took it under consideration and on July 25 accepted. A number of operators was reinstated at once and a substantial number has since been reinstated. The Board, in accordance with this understanding, has been using, and is continuing to use, its good offices with the company in the matter of reinstatement of employees as opportunity affords, and to adjust such other complaints and grievances as are brought to its attention.

Firemen, Holyoke and the Vicinity. — On July 17 the stationary firemen employed by paper manufacturers in Holyoke and the vicinity struck to enforce their demands for an increase in wages, payment for overtime work on Sunday and to

retain the payment for overtime work on holidays. About 128 firemen were involved. The strike ultimately resulted in the cessation from work of approximately 5,500 employees in this industry.

Upon learning of the controversy the Board immediately communicated with the parties and, through its agent, made an investigation for the purpose of ascertaining the merits of the dispute and endeavored to adjust the difficulty. Numerous conferences were held with the parties and many suggestions of adjustment discussed. Finally under date of September 3 it was agreed by the parties that the firemen should return to work and the differences would be submitted to the agent of the Board as arbitrator. On September 4 the men returned to work. Later the agent of the Board, acting as arbitrator, rendered a decision after hearing the parties.

Shoe Workers, Brockton and the Vicinity. — For many years, under an agreement between the Boot and Shoe Workers' Union and employers with whom they had industrial relations, all differences which the parties were unable to adjust have been arbitrated before this Board. These differences involved mainly questions of wages. During this period the manufacturers and employees in Brockton and the vicinity have been working under this agreement.

Under date of May 10 an award was made by this Board, granting a revision of prices in the department of the dressers and packers, by which some items were increased and no change made in others. The local union with which these employees were connected declined to abide by the decision of the Board and in mass meeting, four days later, decided to go on strike in violation of their agreement. Immediately the charter of this local was revoked by the general officers of the Boot and Shoe Workers' Union.

Two other locals, the heelers and treers, within a few days afterwards also repudiated the agreement and voted to leave their work. Other groups of shoe workers held unauthorized meetings and decided to go out in sympathy. For a period of about ten weeks production was suspended in some plants, although maintained in others below the normal output. Several thousand employees were thereby thrown out of work.

The active group leading the strike formed an independent organization under the name of the Brockton District Shoe Workers' Union. Overtures were made by this group to the employers and a basis of settlement offered, but the manufacturers declined to recognize them, publicly affirming that they would abide by their existing agreement with the Boot and Shoe Workers' Union. At a mass meeting held by this independent organization on July 31, it was voted to declare the strike off and return to work.

ARBITRATION.

The Board during the year rendered decisions upon 442 applications for arbitration, including the 41 applications which were pending at the beginning of the year. Although differences to be arbitrated are presented to the Board under a joint application, the law recognizes under certain conditions the right of either party to a controversy to make application to the Board for a hearing and for advice as to what ought to be done in order to adjust the controversy and also for a written decision. The following matter was presented to the Board for its action under this provision of the law.

The Middlesex & Boston Street Railway Company and Employees. — A controversy arose between employees, members of the Amalgamated Association of Street and Electric Railway Employees of America, and their employer, the Middlesex & Boston Street Railway Company, relative to the reinstatement of one of their members discharged by the company. The employees on March 10 filed an application with the Board requesting in substance that the Board hear the parties and determine what ought to be done or submitted to by either or both to adjust the controversy and also that the Board give a written decision.

On March 30 the Board held a hearing at which both parties were represented. It appeared that under the agreement in effect this difference was one to be submitted to a special board of arbitration; that after the discharge of the employee in question, a special board was established for this purpose, but a dispute arose

as to the specific issues to be arbitrated. The employee in question was the operator of a car which caused a rear-end collision. The company contended that under the agreement the only issue to be arbitrated was whether or not the employee in question was responsible for this collision; and that if he were responsible under the rules of the company, his discharge would follow. The employees contended that they were entitled to arbitrate not only the question of whether or not he was responsible for the accident, but also as to the penalty, if any, he should incur if found to be responsible.

At the hearing the representative of the company contended that the Board had no jurisdiction, the law specifically providing that the Board could act where the controversy was one "not involving questions which may be the subject of an action at law or suit in equity." He contended that the issue presented was one of construction of agreement and, therefore, was a controversy involving a question which might be the subject of an action at law or suit in equity and was for the courts to determine. The Board took the matter under consideration and later requested the opinion of the attorney-general on this question and on May 19 received an opinion that the Board had no jurisdiction. The last paragraph of the opinion is as follows:

"I am therefore of the opinion that the controversy involves a question 'which may be the subject of an action at law or suit in equity,' and that you have no jurisdiction to take any action with respect to the rule itself against the will of the company."

The Board immediately called the parties into conference and informed them of the opinion. Later a strike vote was taken by the employees. The Board was prepared to take this matter up further under another provision of the law before a cessation of work occurred, but the employer brought a bill in equity to restrain the employees from striking in breach of their agreement. After a hearing the court dismissed the bill, thereby sustaining the position of the employees in regard to the construction of the agreement. Later the matter was arbitrated before a special board.

REMOVAL OF VETERANS.

The Board has been called upon during the year to take action under Section 26 of Chapter 31 of the General Laws, under the provisions of which no veteran holding office or employment in the public service of the commonwealth shall be removed or suspended without his consent, except after a full hearing before this Board; and then only upon a written order by the Board. Three petitions were filed with the Board by three different departments of the commonwealth. In two instances the petitions were withdrawn before a hearing, the matter having been adjusted by the parties; on the other petition a hearing was given and after due consideration the Board issued a written order abolishing the positions of two of the employees in question.

A list of the industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, and a list of industries investigated by the Board as a conciliator, with the matters in controversy, are herewith submitted.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

Conciliation.

Industries Affected: Baking, Barber, Building, Candy, Cigar, Clothing, Electrical Supplies, Heating, Leather, Machinery, Metal, Milk, Paper, Razor, Retail Stores, Shoes, Telephone, Textile, Transportation.

Principal Differences: Wages, Conditions, Discharge.

Arbitration.

Industries Affected.

Laundry.
Shoes.

Issues Arbitrated.

Wages.
Wages.
Discharge.

CONCILIATION AND ARBITRATION.
FINANCIAL STATEMENT.

	1923		1924
	Appropriations.	Expenditures.	Estimated Expenditures.
Personal services	\$16,000 00	\$14,355 00	\$16,000 00
Expenses	5,500 00	4,580 32	5,000 00
Totals	\$21,500 00	\$18,935 32	\$21,000 00

NORMALITY CASES.

Certificates of normality of business were issued to the following-named petitioners: Frank W. Gorse Company, Inc., Needham; Lowell Electrottype Foundry, Lowell; National Equipment Company, Springfield; Parker Shoe Company, Marblehead; Technical Composition Company, Cambridge.

PREFACE.

In order to avoid unnecessary printing and make the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards

In cases where expert assistance is not used the decision is printed in full; the words at the end of each decision, "By the Board," etc., are omitted.

DECISIONS.

WATSON SHOE COMPANY — LYNN.

DECEMBER 1, 1922.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and edgemakers. (181)

The Board awards that the following prices shall be paid by the Watson Shoe Company at Lynn, for the work as there performed:

Women's Goodyear-welt shoes with heels:	Per 12 Pairs.
Edgesetting, two settings	\$0 41
Edgetrimming	41
Jointing	08½

By agreement of the parties, this decision shall take effect as of October 10, 1922.

HÉBERT SHOE COMPANY — STONEHAM.

DECEMBER 6, 1922.

In the matter of the joint application for arbitration of a controversy between the Hébert Shoe Company of Stoneham and employees. (98)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that the following prices shall be paid by the Hébert Shoe Company at Stoneham, for the work as there performed: —

DECISIONS.
CUTTING DEPARTMENT.

5

	Vamp.	Foxing.	Per 12 Pairs. Quarter.	Fly.	Tongue.
Cutting by hand (prices based on patent leather; measurement of boots, 6½ inches from center of top line of quarter to bottom, 3 inches from heel seam):					
Whole-quarter Polish	\$0 28		\$0 33		
Three-quarter-foxed Polish	40½		25		\$0 08
Straight foxed blucher	28	\$0 19	28		
Whole-quarter button	25		33	\$0 08	
Three-quarter-foxed button	40		25	08	
Circular-foxed button	25	15	33		
Whole-quarter oxford	28		25		
Seamless pump	36				
Cushion pump	25		28		
Liberty pump	25		28		
Circular plug	25		28		12
Pattern No. 619, square throat	36				12
Patterns Nos. 624, 628, 632, 633, 634	25		28		12
By the hour, \$0.90.					
Extras:					Per 12 Pairs.
Tuxedo-effect vamp					\$0 03
Colors:					
Kid					12
Other than kid					06
Matchmarking; per piece, \$0.00½					
Notches; per notch, \$0.00½					
Slots; per slot, \$0.00½					
Pricking holes; per hole, \$0.00¼					
Facing shoes					06
Boots over base measurement; per inch					06
Tongues:					
Base price					08
Per inch over base price					03
Square-throat vamp					03
Irregular cuts					03
Lots of 15 pairs or under					06
Tips					08
Long backstays					07½
Regular backstays					06
Oxford backstays					05½
Combination jobs, full jobs: colored boots; black boots; oxfords; colored vamp and foxing					06
Combination jobs; black, except pump and Regent with straight or Colonial pump as side pattern					06
Leathers other than patent or colored kid					06
Samples:					
Lots of 12 pairs or under; double price.					
Lots of 13 pairs or more; 1½ price.					
Broken stock:					
Boot:					
Colors					13½
Black					09
Low-cut:					
Colors					11
Black					06
Small skins, under 4 feet; colors or black; seamless, colors or black					06
Small skins, under 3 feet; low-cuts, black					06
Remnants; by the hour.					
Flies; per inch over base price					03
Paris throat effect					03
Fat-ankle tops					06
Cutting by machine; 70 per cent of hand price.					
Trimming department:					
Plain boot:					
Side stays without slot					17
Side stays with holes					18
Plain pump quarter					15½
Plain oxford quarter					18
Plain top-stay					06
Waved top-stay					08
Toggles; by the hour.					
No. 578, two-piece quarter					08
No. 394 or No. 145, top facing					12
No. 414, quarter lining					12

Trimming department—*Con.*

Lots of 24 pairs or under; 1½ price.

Nos. 634, 628, 632 or 631 with tongue lining, or strap patterns

Per 12 Pairs.

Slots	\$0 24
Button-fly lining	00½
Button top facing	08
Remnants; by the hour.	08
Plug pump quarter lining	18
No. 623 oxford	18
White sheep (new work), extra	02
Ooze splits (new work), extra	02
Tear-off on top facings, extra	02
Tear-off on side facings, extra	02
By the hour, \$0.67.	02

Cloth linings:

Polish quarter, 7 inches or under, without holes	08
Polish button, 7 inches or under	09
Polish linings over 7 inches, without holes; per inch	01
Circular-vamp linings:	
Plain wing, without holes	03
Doubblers, plain wing, without holes	02½
Square-throat doublers	03
Split vamp linings, plain wing:	
With notch and slot	05
With notch	04½
Style No. 1, circular-vamp doublers	03
Seamless-vamp doublers	04
Hard drill, extra, 33 per cent.	
Lots of 18 pairs or under, double price.	
Linings put up in half sizes, extra	01
Silk top facings, cut 12-thick	02
Whole oxford lining with slot	05½
Square throat, square corner, extra	01
Blucher quarter linings	05½
Slots, notches or holes	00½
Cloth stays	04½

STITCHING DEPARTMENT.

Skiving:

Oxford, top and lace	04½
Oxford vamp	0315
Oxford tip	018
Wing tip	054
Top of foxing	018
Foxing, all around	054
Seamless pump	045
Polish, top and lace	063
Three-quarter vamp	049
One-strap	108

Closing:

Oxford	03
Pump	03
Polish quarter	04
Polish heel seam	03
Polish side seam	03
Foxing	02

Matchmarking, extra

	01
--	----

Staying:

Oxford	04½
Pump	06
Polish quarter	05
Polish heel seam	05½
Polish side seam	03½
Vamp, side and heel	065
Foxing	03
Patent leather, extra	01

Stamping linings:

Boot	018
Oxford	027

Lining making:

Oxford	108
Seamless pump	126
Never-slip	081
Polish boot	144
Crescent top, Polish	171
Strap shoes, short or long seam; per seam	03
Vamping	05½

		Per 12 Pairs.
Staying linings:		\$0 027
Low-cut		045
Web stay		
Pressing by machine:		
Oxford, top and lace		09
Oxford vamp		06
Oxford tip		03
Polish, top and lace		12
Three-quarter vamp		07
Polish foxing		06
One-strap quarters, all around		16
Pressing by hand, including cementing; $\frac{1}{2}$ more than by machine.		
Perforating:		
Oxford lace row		04
Oxford circular vamp		05
Imitation straight tip		03
Straight tip		03
Top and oval lace row		09
Imitation foxing		045
Wing tip		108
Circular vamp		05
Foxing		072
Pointed tip		072
Three-quarter Polish vamp		063
Polish lace row		067
One-strap quarter, all around close to edge		13
Fancy stitching:		
Top and lace row, Polish		10
Top and lace row, oxford		09
Oxford fronts		05
Blucher foxings		16
Pointed foxings		19
Perforated tips		05
Perforated tops		02
Pointed vamps		12
One row on vamps		25
Pattern No. 658, quarters:		
Suede or ooze		25
Leather		25
Pattern No. 578, quarters		24
Two rows on foxings, single-needle machine		33
One-strap, top and strap, pattern No. 655		23
Saddle on No. 654 or No. 645:		
Single-needle machine		52
Two-needle machine		35
Pattern No. 655, front		11
Wave tip, sport oxford, held on		18
Pattern No. 693:		
Vamp		09
Quarter, top and foxing:		
Single-needle machine		25
Two-needle machine		35
Quarter and up strap		35
Imitation circular foxing		12
Pattern No. 693 $\frac{1}{2}$:		
Quarters, two-needle machine		12
Vamps, two-needle machine		09
Vamps, single-needle machine		16
Pattern No. 32, quarters, two-needle machine		12
Pattern No. 662:		
Quarters		18
Straps		20
Straps and quarters		32
Pattern No. 679, quarters		23
Wave tips		16
Vamps		09
One-strap:		
Two rows, up center		44
One row, up center		18
Three-strap, two rows, up center		52
Pattern No. 676, one row up strap		19
Pattern No. 693 $\frac{1}{2}$:		
Turning French cord		46
Stitching French cord		36
Pattern No. 800, turning French cord		50
Pattern No. 693, galloon-bound		27
Closing-on one-strap		20
Pattern No. 694, stitching apron		80

Fancy stitching — Con.

		Per 12 Pairs.
Cut-out stitching:		\$0 25
Pattern No. 645 or No. 654		12
Imitation cross stay		30
Eight-bar sandal, cut-outs		18
Pattern No. 655, cut-outs		
Theo tie:		58
Three cut-outs		40
Two cut-outs		
Vamps:		45
Pattern No. 29		54
Pattern No. 23		55
Pattern No. 53		1 05
Pattern No. 59		62
Pattern No. 56		32
Three tear-drops		
Quarters:		30
Pattern No. 28		84
Pattern No. 22		36
Pattern No. 20		34
Pattern No. 21		54
Pattern No. 57		34
Pattern No. 700½		
Pattern No. 680:		40
Cut-outs with knife		42
Cut-outs without knife		
Backstay stitching:		12
Polish or button boot		06
Pump		06
Oxford		07
Pattern No. 693		
Vamping:		38
Cylinder vamping		25
Circular vamping		32
Blucher vamping		33
One-or two-eyelet tie		24
Plain side seam		36
Pattern No. 658		52
Seamless three-strap		52
Pattern No. 679		24
Pattern No. 693 or No. 693½		
By the hour, \$0.67½		
Top stitching:		21
Polish, pressed, held on		16
Pressed oxford		22½
Pressed waved-top boot		25
Pressed button boot		25
Pressed blucher Polish		16
Corded Polish		16
Corded button boot		18
Corded blucher Polish		18
Blucher oxford		01
Stay, extra		18
Theo tie		30
One-strap		32
Sport oxford		58
Pattern No. 687		64
Pattern No. 658		38
Eight-bar sandal		70
Pattern No. 679		70
Pattern No. 676		70
Seamless three-strap		96
Sally two-strap		40
Four-strap sandal		072
Toeing-up and stitching tongues		
Eyeletting:		045
Oxford		072
Polish		036
Single eyelets		
Making and trimming button-holes on straps; per 100, \$0.22½.		045
Sewing on buttons		027
Sewing buttons on anklets, one button		036
Barring		027
Ensign lacing		

LASTING DEPARTMENT.

Assembling	13½
Pulling-over	15
Toe-pounding	08

		Per 12 Pairs.
Treeing:		
Black oxford or strap shoe		\$0 16
Brown kid oxford or strap shoe		19
Black boot		22
Patent leather		38
Patent vamp with suede quarter		47
Mahogany side leather		24½
Lacing:		
Boot		04½
Oxford		03½
Buttoning:		
One-button		03½
Two-button		04½
Three-button		05½
Dressing:		
Low-cut		04½
Boot		06½
Packing.		08
Stock Room.		Per Week.
Channeling		\$33 50
Rounding		30 00
Channel turning		30 00
Innersole cutting		30 00
Tap laying		25 00
Shanking-out, moulding or feather-edging		30 00

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

DECEMBER 7, 1922.

In the matter of the joint applications for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and lasters. (149)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed:

Medallion tips (one-half to the puller-over by hand, one-half to the operator); extra, \$0.30 per 36 pairs.
Lots of six pairs or under; no change.

By agreement of the parties this decision shall take effect as of September 13, 1922.

DECEMBER 7, 1922.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and lasters. (192, 193)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed:

	Per 36 Pairs.
Pulling-over by machine, shoes with medallion toes; extra	\$0 09
Counters tacked separately by lasting-machine operator; no change	09

By agreement of the parties the decision on the first item shall take effect as of September 21, 1922.

E. E. TAYLOR COMPANY — BROCKTON.

DECEMBER 14, 1922.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and stitchers. (154)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Stitching long outside backstay, one-needle machine:	
Bal. or button	\$0 18
Whole-quarter blucher or bal.	24
Stitching long outside backstay, two-needle machine:	
Bal. or button	21
Whole-quarter blucher or bal.	27
Stitching eyelet row, one row, one-needle machine; patterns Nos. 37, 38, 78 or 98	10575

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and solefasteners. (189)

The Board awards that there shall be no change in the prices paid by the Joseph F. Corcoran Shoe Company at Brockton for Goodyear welting, roughrounding and Goodyear stitching, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and solefasteners. (190)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company in Factory C in Brockton for Goodyear welting, roughrounding and Goodyear stitching, as the work is there performed.

STONE, TARLOW COMPANY, INC. — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint applications for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and solefasteners. (191)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs.
Goodyear welting	\$0 594
Roughrounding	288
Goodyear stitching:	
White or surface stitch	702
Fudge stitch	63

KILLORY-MORIARTY COMPANY — BROCKTON.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and lasters. (153)

The Board awards that the following prices shall be paid by Killory-Moriarty Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Assembling:	
Vulco box	No change \$0 40104
Sole-leather box, extra	08
Pulling-over by machine	No change 34164
Tacking innersoles by hand	No change 135
Side-lasting by hand	No change 60066
Operating No. 5 machine:	
Russet, high toes	1 15
Russet, low toes	1 00
Black, high toes	1 10
Black, low toes	95
Patent leather, high toes	1 31
Patent leather, low toes	1 17
Samples, 1½ price.	

MERRILL, PORTER & CO. — LYNN.

DECEMBER 21, 1922.

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and skivers. (5)

The Board awards that the following prices shall be paid by Merrill, Porter & Co. at Lynn, for the work as there performed:

Skiving:		Per 36 Pairs.
Faust quarters	.	\$0 18
Faust vamps	.	27

By agreement of the parties this decision shall take effect from the date of beginning the work in question.

GROUND GRIPPER SHOE COMPANY, INC. — LYNN.

DECEMBER 28, 1922.

In the matter of the joint application for arbitration of a controversy between the Ground Gripper Shoe Company, Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and Goodyear operators. (180)

The Board awards that the following prices shall be paid by the Ground Gripper Shoe Company, Inc., at Lynn, for the work as there performed:

Goodyear stitching (leather soles):

Men's:		Per 100 Pairs.
Two rows in the shank, tap or single soles	.	\$6 50
Two rows in the shank, tap soles with rawhide tap	.	7 00
Women's, single row:		
Last style No. 15, Ground Gripper modified	.	3 30
Lasts style No. 97 or No. 98	.	3 00
Women's Ground Gripper, two rows in the shank	.	6 00
The above prices apply to 9 stitches or less to the inch, each additional two stitches to the inch or fraction thereof to be paid for on the basis of \$0.30 per 100 pairs.		

By agreement of the parties this decision shall take effect as of October 10, 1922.

C. H. ALDEN COMPANY — ABINGTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and sole-leather workers. (138)

The Board awards that there shall be no change in the prices paid by C. H. Alden Company at Abington for the items of work submitted, as there performed, except as follows:

Rounding innersoles or outersoles; \$24.62 per week.
Channeling innersoles; \$0.054 per 12 pairs.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and employees. (139)

The Board awards that there shall be no change in the prices paid by C. H. Alden Company at Abington for the items of work submitted in the sole-fastening and edgemarking departments, as there performed.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and vampers. (140)

The Board awards that price and one-half shall be paid by the C. H. Alden Company at Abington for vamping lots of six pairs or under.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and finishers. (141)

The Board awards that the following prices shall be paid by C. H. Alden Company, at Abington, for the work as there performed:

	Per 12 Pairs.	
	Men's.	Boys'.
Scouring breast of heel, one paper	\$0 0216	\$0 0182
Scouring heels, three papers, wet once:		
Leather	116	0925
Rubber	13	
Scouring top-piece	0474	0396
Scouring bottom, Naumkeag machine	128	1015
Blacking heel edge and rand	018	0143
Blacking or staining top-piece	0143	0143
Waxing, brushing, padding and heelkeying, Harlow machine	095	077
Gumming bottom, not wet:		
Full bottom	07	06
Full bottom and top-piece	085	0697
Rolling and polishing top-piece and cleaning slugs	036	036
Polishing whole bottom on brush	05	0396
Smoothing bottom	0645	046

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and dressers and packers. (142)

The Board awards that the following prices shall be paid by C. H. Alden Company at Abington, for the work as there performed:

	Per Week of 48 Hours.	
Feeling for and cutting tacks		\$16 20
Putting in heel pods		16 20
Stamping	No change	17 71
Lacing and cleaning linings		16 20
Dressing and staining	No change	17 71
Soft-shoe, patent-leather or russet repairing:		
Experienced employees		21 60
Apprentices, first six months		17 28
Apprentices, second six months		19 44
Packing shoes in cartons	No change	17 71
Brushing heels and edges		17 71
Stenciling		17 71
Creasing vamps		17 71
	Per 12 Pairs.	
Lacing and cleaning linings	No change	\$0 0392
Feeling for and cutting tacks		0292
Inserting heel pods	No change	0261

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and heelshavers. (150)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton in Factories Nos. 1 and 3, for the work as there performed:

Heel-shaving and randing around heelseats on shoes with rolled, half rolled, quarter rolled, gable, duo or extension edges:
 Leather, 1½ price.
 Rubber, 1½ price.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (194)

The Board awards that there shall be no change in the prices paid by the Joseph F. Corcoran Shoe Company at Brockton for edgetrimming and edgsetting (one setting), as the work is there performed.

WALL, DOYLE & DALY, INC. — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (195)

The Board awards that there shall be no change in the prices paid by Wall, Doyle & Daly, Inc., at Brockton for edgetrimming and edgsetting (one setting and two settings), as the work is there performed.

CONRAD SHOE COMPANY — BROCKTON.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between the Conrad Shoe Company of Brockton and edgemakers. (196)

The Board awards that the following prices shall be paid by the Conrad Shoe Company at Brockton, for the work as there performed:

Trimming or setting edges:	Per 24 Pairs.
"A" bevel edge (gable), heel to heel	\$0 738
"A" bevel edge all around, including heel	1 107
"B" or "E" bevel edge, heel to heel	738
Rolled edge:	
Forepart	738
Heel	369

GREGORY & READ COMPANY — LYNN.

JANUARY 2, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (12)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board decides that there is no established price in the factory of Gregory & Read Company at Lynn for pressing French cord on the new Peerless French-cord pressing machine.

P. J. HARNEY SHOE COMPANY — LYNN.

JANUARY 4, 1923.

In the matter of the joint application for arbitration of a controversy between P. J. Harney Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (11)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.05½ per pair shall be paid by P. J. Harney Shoe Company at Lynn for vamping, pattern No. 62-A, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

W. F. HOOLEY SHOE COMPANY — LYNN.

JANUARY 4, 1923.

In the matter of the joint application for arbitration of a controversy between W. F. Hooley Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (1)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$2.65 per 36 pairs shall be paid by W. F. Hooley Shoe Company at Lynn for stitching Wishbone pump, pattern No. 1603, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

JANUARY 4, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (3)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$1.20 per 36 pairs shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for vamping boots or oxfords on cylinder machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of September 15, 1922.

CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, FIELD & FLINT COMPANY, GEORGE E. KEITH COMPANY, E. E. TAYLOR COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, Diamond Shoe Company, Field & Flint Company, George E. Keith Company and E. E. Taylor Company, shoe manufacturers of Brockton, and rand-tackers. (185)

The Board awards that the following prices shall be paid by Churchill & Alden Company, Diamond Shoe Company, Field & Flint Company, George E. Keith Company and E. E. Taylor Company at Brockton, for the work as there performed:

Tacking rands:

Per week of 48 hours; no change, \$19.87.

Per 100 pairs, \$0.18.

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and skivers. (186)

The Board awards that there shall be no change in the price of \$16.65 per week paid by the George E. Keith Company at Brockton in the celastic department for skiving celastic or fiber counters on the Pluma machine, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and skivers in Factory C. (187)

The Board awards that there shall be no change in the price of \$18 per week paid by the Diamond Shoe Company at Brockton in Factory C for skiving on the Monarch machine, as the work is there performed.

FIELD & FLINT COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and cementers. (188)

The Board awards that \$16 per week shall be paid by Field & Flint Company at Brockton for cementing and placing rubber heels on bases, as the work is there performed.

BUCKLEY SHOE COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and edgemakers. (8)

The Board awards that there shall be no change in the prices paid by the Buckley Shoe Company at Brockton for edgetrimming and edgesetting (two settings) Ground Gripper shoes, as the work is there performed.

GEORGE E. KEITH COMPANY — BROCKTON.

JANUARY 11, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and employees. (9)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Box-toe casing and tag-grading:	Per Week.
First three months	\$13 50
Thereafter	16 20

BENDER SHOE COMPANY — LYNN.

JANUARY 16, 1923.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and heel-shavers. (17)

The Board awards that price and one-half shall be paid by the Bender Shoe Company at Lynn for shaving the heels of shoes stitched around the heels, as the work is there performed.

By agreement of the parties this decision shall take effect as of November 20, 1922.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT & SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

JANUARY 18, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company (Factory No. 1), Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston Factory), Condon Brothers Company, Diamond Shoe Company (Montello Factory, Factory C), W. L. Douglas Shoe Company (Factories Nos. 1, 2 and 5), Charles A. Eaton Company, Field & Flint Company, George E. Keith Company (Factories

Nos. 1, 3 and 11), Preston B. Keith Shoe Company, C. S. Marshall Company, M. A. Packard Company, E. E. Taylor Company, Thompson Brothers Shoe Company, of Brockton, and treers. (155-169)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the treeing department, as there performed.

HUCKINS & TEMPLE, INC. — MILFORD.

JANUARY 18, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and lasters. (16)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

Operating No. 5 bed machine:	Per 12 Pairs.
High toes	\$0 57
Low toes	46
The Banker and Freak lasts are classified as low-toed.	
Extras:	
Cushion innersoles	06
Whole cloth or paper covers	025
Short covers	025
Perforated tips or vamps	04
Leather linings, no extra.	
Patent tips or quarters, no extra.	
Samples, no change.	

JANUARY 18, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and Goodyear stitchers. (19)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford for the work as there performed:

Goodyear stitching:	Per 12 Pairs.
One row around heel, one row from heel to heel	\$0 70
Two rows from heel to heel	60

JANUARY 18, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and edgemakers. (20)

The Board awards that \$0.45 per 12 pairs shall be paid by Huckins & Temple, Inc., at Milford for trimming or setting gable, rolled, round or beveled edges, around forepart and heel, as the work is there performed.

By the Board,
EDWARD FISHER,
Chairman.

GREGORY & READ COMPANY — LYNN.

JANUARY 23, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and levelers. (4)

The Board awards that no extra price shall be paid by Gregory & Read Company at Lynn for leveling shoes with single soles, as the work is there performed.

BANCROFT WALKER COMPANY — BOSTON.

JANUARY 25, 1923.

In the matter of the joint application for arbitrations of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and lasters, etc. (6)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

	Per 12 Pairs.
Assembling	\$0 18
Pulling over:	
Plain toes	135
Plain toes with leather box	145
Tipped shoes	15
Tipped shoes with leather box	165
Operating No. 6 machine:	
Regular work	38
Regular work with leather counter	40
Patent leather	41
Patent leather with leather counter	43
Beaded vamp toes; extra	027
Treeing; per week, \$35.	

By agreement of the parties this decision shall take effect as of November 16, 1922.

A. J. BATES COMPANY — WEBSTER.

JANUARY 25, 1923.

In the matter of the joint applications for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and lasters, etc. (183, 184)

The Board awards that the following prices shall be paid by A. J. Bates Company at Webster, for the work as there performed:

	Per Week of 48 Hours.
Outsole cutting	\$30 00
Cobblers in the lasting and making rooms:	
First-class	27 00
Second-class	22 00
Crowners in the lasting and making rooms	25 00
Operating No. 5 machine:	
Plain-toed:	Per 12 Pairs.
Dull leather	\$0 36
Colored	39
Patent	415
Low-toed with box:	
Dull leather	405
Colored	435
Patent	46
Medium-toed with box:	
Dull leather	445
Colored	475
Patent	50
High-toed with box:	
Dull leather	52
Colored	55
Patent	575

BROPHY BROTHERS SHOE COMPANY — LYNN.

JANUARY 25, 1923.

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (23)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.00 $\frac{1}{4}$ per pair shall be paid by Brophy Brothers Shoe Company at

Lynn for the interference of tongue in stitching the gored pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. S. MARSHALL COMPANY — BROCKTON.

JANUARY 30, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and edgemakers. (13)

The Board awards that \$0.738 per 24 pairs shall be paid by C. S. Marshall Company at Brockton for edgsetting (two settings) on regular work, as there performed.

LEWIS A. CROSSETT COMPANY — ABINGTON.

FEBRUARY 1, 1923.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and employees. (21)

The Board awards that \$20 per week of 48 hours shall be paid by Lewis A. Crossett Company at Abington for crowning and fixing joints in the making department, as the work is there performed.

M. A. PACKARD COMPANY — BROCKTON.

FEBRUARY 15, 1923.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and edgemakers. (24)

The Board awards that \$0.99 per 24 pairs shall be paid by M. A. Packard Company at Brockton for setting the edges of shoes with gable edges, as the work is there performed.

DIAMOND SHOE COMPANY — BROCKTON.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and edgemakers. (27)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton in the Montello Factory for edgetrimming and edgsetting (two settings), regular work, as there performed.

GREGORY & READ COMPANY — LYNN.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and McKay-sewers. (22)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that there shall be no change in the price paid by Gregory & Read Company at Lynn for sewing a skating shoe, as the work is there performed; namely, \$0.63 per 36 pairs.

A. FISHER & SON — LYNN.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, member of the Lynn Shoe Manufacturers' Association, Inc., and McKay-sewers. (151)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.45 per 36 pairs shall be paid by A. Fisher & Son at Lynn for sewing shoes made on last No. 453, as the work is there performed.

By agreement of the parties this decision shall take effect as of December 18, 1922.

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and McKay-sewers. (144)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that no extra price shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for sewing covered shoes or for sewing heelseats, as the work is there performed.

WALL, DOYLE & DALY, INC. — BROCKTON.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and finishers. (15)

The Board awards that \$0.17 per 24 pairs shall be paid by Wall, Doyle & Daly, Inc., at Brockton for waxing, padding and heelkeying, leather heels, on the Expedite machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of November 20, 1922.

CENTRAL SHOE COMPANY — BOSTON.

FEBRUARY 27, 1923.

In the matter of the joint application for arbitration of a controversy between the Central Shoe Company of Boston and employees. (29)

The Board awards that there shall be no change in the prices paid by the Central Shoe Company in Boston for the work performed upon shoes made on last No. 70, except as follows: —

Cutting department:		Per Pair.
Short wing tip, extra	.	\$0 01 $\frac{3}{4}$
Long wing tip, extra	.	02 $\frac{1}{4}$
Per hour, \$0.93 $\frac{1}{4}$.		
Making department:		Per 36 Pairs.
Heeling	.	\$0 56
Shaving	.	33
Scouring	.	33
Breasting	.	13
Boning inside shank	.	07 $\frac{1}{2}$
Wheeling edges	.	13 $\frac{1}{2}$
Heel-finishing	.	33
Buffing	.	39

This decision shall take effect as of January 10, 1923.

DIAMOND SHOE COMPANY — BROCKTON.

MARCH 8, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vampers. (25)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed: —

Vamping, women's shoes; patterns Nos. 826, 827 and 828½:	Per 24 Pairs.
One-needle machine, two rows	\$0 8136
Two-needle machine, two rows	63

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

CHARLES A. EATON COMPANY — BROCKTON.

MARCH 8, 1923.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (26)

The Board awards that \$0.0784 per 24 pairs more than the price for vamping regular bluchers shall be paid by Charles A. Eaton Company at Brockton for vamping bluchers with Crawford shanks (one-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of January 1, 1923.

WALL, DOYLE & DALY, INC. — BROCKTON.

MARCH 8, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vampers. (28)

The Board awards that \$0.0782 per 24 pairs more than the price for vamping on the close-row machine shall be paid by Wall, Doyle & Daly, Inc., at Brockton for vamping on the two-needle, space-row machine, as the work is there performed.

By agreement of the parties this decision shall take effect from the date of the introduction of the work in question.

T. D. BARRY COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and employees. (117, 158)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Beating welts; no change	\$0 07434
Filling bottoms	0726
Nailing heelseats, leather or rubber soles	07

BROCKTON SHOE MANUFACTURING COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between the Brockton Shoe Manufacturing Company of Brockton and employees. (118, 161)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the

conditions under which the work is performed, the Board awards that the following prices shall be paid by the Brockton Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Tacking shanks	0585
Filling bottoms	0653
Beating welts	0653

CHURCHILL & ALDEN COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and employees. (119, 163)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

Farnum Factory:	Per 24 Pairs.
Nailing heelseats	\$0 07
Ralston Factory:	
Nailing heelseats	07
Filling bottoms	0726
Trimming heelseats; no change	0522

CONDON BROTHERS COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and employees. (120, 162)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Condon Brothers Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Turning up channels	05
Cementing and turning down channels; no change	0945

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and employees. (121, 164)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Turning up channels	045

DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, C. S. MARSHALL COMPANY, BION F. REYNOLDS COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY—BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between the Diamond Shoe Company (Factory 2, Factory C.), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2, 3, 11), Killory-Moriarty Company, A. E. Little Company, C. S. Marshall Company, Bion F. Reynolds Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and heelseat-nailers. (122, 124-128, 130, 131, 133, 135, 140, 141)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that \$0.07 per 24 pairs shall be paid by the above-named employers at Brockton for nailing heel-seats, as the work is there performed.

W. L. DOUGLAS SHOE COMPANY—BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and employees. (123, 165)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that \$0.07 per 24 pairs shall be paid by W. L. Douglas Shoe Company at Brockton for nailing heelseats, as the work is performed in Factories Nos. 1, 2, 3, and 5.

The Board also awards that there shall be no change in the prices paid per week for the various items of work submitted.

A. FREEDMAN & SONS, INC.—BROCKTON.

MARCH 20, 1923.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees. (166)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Trimming heelseats	\$0 07
	045

PRESTON B. KEITH SHOE COMPANY—BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and employees. (129, 168)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Second wheeling or burnishing	\$0 07
	07

MARCH 20, 1923.

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

[illegible]

MARCH 20, 1923.

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by M. A. Packard Company of Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Turning up channels	80 07
	0522

MARCH 20, 1923.

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Luke W. Reynolds Company at Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Filling bottoms	\$0 07
	0653

MARCH 20, 1923.

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Nailing heelseats	Per 24 Pairs.
Beating welts	\$0 07
Shanking (one operation)	0653
Filling bottoms	0585
	0653

E. E. TAYLOR COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and employees. (138, 175)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Turning up channels; no change	0522
Second wheeling or burnishing	0653

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MARCH 20, 1923.

In the matter of the joint applications for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and employees. (139, 176)

Having considered said applications and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and the conditions under which the work is performed, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Nailing heelseats	\$0 07
Beating welts	0784
Shanking; no change	0784
Filling bottoms; no change	0784
Trimming heelseats	058
Turning up channels	045

C. B. SLATER COMPANY — BRAINTREE.

MARCH 28, 1923.

In the matter of the joint applications for arbitration of a controversy between C. B. Slater Company, shoe manufacturer of Braintree, and vampers and treers. (148, 149)

The Board awards that the following prices shall be paid by C. B. Slater Company at Braintree, for the work as there performed:

	Per 12 Pairs.
Vamping:	
Southern ties	\$0 60
Overlap vamping, front of gaiter; first row	30
Treering:	
Cleaning white shoes	\$0 05
Cleaning colored buck or combination shoes	07
Cutting covers	01½

DIAMOND SHOE COMPANY — BROCKTON.

MARCH 29, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and lasters in Factory No. 3. (14)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton in Factory No. 3, for the items of work submitted in the lasting department, except as follows:

Assembling by hand	\$0 41
Side-lasting by machine, including spindling; ball and counter pulled by hand	43
Side-lasting by hand	70
Pulling-over by machine	38

TRIO MANUFACTURING COMPANY — LYNN.

APRIL 3, 1923.

In the matter of the joint application for arbitration of a controversy between the Trio Shoe Manufacturing Company of Lynn and wood-heelers. (218)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that the following prices shall be paid by the Trio Shoe Manufacturing Company at Lynn, for the work as there performed:

Wood-heeling:	Per Pair.
Patent leather	\$0 25
Other leathers	23

By agreement of the parties this decision shall take effect as of November 3, 1922.

WALL, STREETER & DOYLE COMPANY — NORTH ADAMS.

APRIL 5, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Streeter & Doyle Company, shoe manufacturer of North Adams, and employees. (154)

The Board awards that the following prices shall be paid by Wall, Streeter & Doyle Company at North Adams, for the work as there performed:

Scouring:	Per 12 Pairs.
Breasts; no change	\$0 0314
Heels, first scouring; no change	055
Heels, second scouring; no change	0471
Rubber heels, first and second scouring; no change	1121
Blackening heels; no change	0314
Brushing soles; no change	015
Finishing heels, Expedite machine; no change	0786
Naumkeaging shanks	05
Scouring:	
Bottoms, forepart and heel	10
Heels	035
Bottoms	07
Gumming:	
Bottoms	035
Shanks	02
Cutting in shanks; no change	0235
Blackening:	
Shanks and top pieces; no change	0314
Bottoms; no change	0393
Top pieces	02
Staining foreparts; no change	0314
Polishing:	
Foreparts	035
Shanks	035
Top pieces	02
Blackening bottoms	08
Wheeling shanks; no change	0314
Pulling lasts; no change	0471
Stamping (each stamp)	0175
Treeing:	
Gun metal	24
Tan vici kid or viscol leather	44
Tan calf or side leather	44
Patent leather	38½

DECISIONS.

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Finishing:	Per 12 Pairs.
Bottoms	\$0 10
Bottoms, rubber heels	065
Heels; no change	0314
Bleaching soles; no change	0314
	Per Week.
Russia repairing; no change	\$20 00
Brushing	15 00
Packing	16 50
Heel-piecing; no change	15 00
Tack-cutting	15 00
Lacing	15 00
Dressing	16 50
Floor boy; no change	12 00
Stamping bottoms	16 50

WEBER BROTHERS SHOE COMPANY — NORTH ADAMS.

APRIL 5, 1923.

In the matter of the joint application for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and employees. (143)

The Board awards that the following prices shall be paid by Weber Brothers Shoe Company at North Adams, for the work as there performed:

	Per 12 Pairs.
Slugging and pegging heels	\$0 05
Shaving heels:	
Regular work	07
Rolled, gable, stitched around heel, samples or one-pair lots	10½
Trimming edges:	
Regular work	27
Around the heel	40½
Samples: 1-, 2- or 3-pair lots; 1½ price.	
Trimming seams; no change	0495
Rounding; no change	1274
Trimming toes; no change	0284
Setting edges:	
Regular work	27
Around the heel	40½
Welting:	
Regular work; no change	2265
Samples, imitation cork welt	40
First and second tack-pulling; no change	0566
	Per Week.
Breasting or shaving heels	\$27 00
Jointing by machine; no change	18 00
Cobbling, hand stitching; no change	28 00
Cementing and turning up channels; no change	18 00
Turning down channels and wheeling; no change	20 00
Shanking; no change	15 00
Cementing soles; no change	15 00
Wheeling	18 00
Laying doublers and tacking heel pieces; no change	18 00

GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 5, 1923.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and edgemakers, stitchers, solefasteners and vampers. (145-147, 153)

The Board awards that, under the terms of the existing agreement, the George E. Keith Company of Brockton is entitled to a revision of the selling prices to the trade, as follows: White-tag grade, \$5.44 or less; blue-tag grade, \$5.45 to \$6.35; pink-tag grade, \$6.36 or more.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company of Brockton and solefasteners. (257)

The Board awards that there shall be no change in the prices paid by Joseph F. Corcoran Shoe Company at Brockton for Goodyear welting, Goodyear stitching and roughrounding, as the work is there performed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and roughrounders. (178)

The Board awards that there shall be no change in the price paid by W. L. Douglas Shoe Company in Factory No. 2 at Brockton for roughrounding; namely, \$0.27 per 24 pairs, as the work is there performed.

HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between Howard & Foster Company and George E. Keith Company, shoe manufacturers of Brockton, and Goodyear welters. (258, 259)

The Board awards that \$0.644 per 24 pairs shall be paid by Howard & Foster Company and George E. Keith Company (Factory No. 11) at Brockton for Good-year-welting shoes with shoulder innersoles, as the work is there performed.

T. D. BARRY COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, LUKE W. REYNOLDS COMPANY, STONE, TARLOW, INC., THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY OF BROCKTON — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company, W. L. Douglas Shoe Company (Grades 1 and 2, men's shoes), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2, 3, 11), Preston B. Keith Shoe Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Luke W. Reynolds Company, Stone, Tarlow, Inc., Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and lasters. (84, 86-91, 93-99, 101-103, 105, 106, 108-110)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

Assembling:	Per 24 Pairs.
By hand, shellac box	\$0 49
By machine, shellac box; no change	4271
By hand, vulco box	415
By machine, vulco box; no change	3488
Side lasting:	
By hand	72
By machine	34
By machine including pulling ball and counter by hand	44
Tacking innersoles; no change:	
Tacking and trimming by hand	1352
Tacking by machine and trimming by hand	1093
Tacking and trimming by machine	1025
Pulling by machine; no change:	
Shellac box	3751
Vulco box	414
	Per Week.
Pulling by machine	\$31 20
Pulling by hand	28 80
Operating bed machine	31 20
Operating consolidated Hand-method machine	31 20
Cobbling	28 80
Other day work	28 80

BROCKTON CO-OPERATIVE BOOT & SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, of Brockton, and lasters. (85)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

Assembling and side lasting:	Per Pair.
Without box	\$0 0588
With box	065
Blue-tag grade, without box	0666
Blue-tag grade, with box	0711
Tacking innersoles; no change:	Per 24 Pairs.
Tacking and trimming by hand	\$0 1352
Tacking by machine and trimming by hand	1093
Tacking and trimming by machine	1025
Pulling by machine; no change:	
Shellac box	3751
Vulco box	414
	Per Week.
Pulling by machine	\$31 20
Pulling by hand	28 80
Operating bed machine	31 20
Operating consolidated Hand-method machine	31 20
Cobbling	28 80
Other day work	28 80

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company, of Brockton, and lasters. (92)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed upon women's shoes:

Assembling and side lasting by hand:	Per 24 Pairs.
Grade 1	\$1 1664
Grade 2	1 1142
Grade 3	1 088

30 CONCILIATION AND ARBITRATION.		
Tacking innersoles; no change:		Per 24 Pairs.
Tacking and trimming by hand		\$0 1352
Tacking by machine and trimming by hand		1093
Tacking and trimming by machine		1025
Pulling by machine; no change:		
Shellac box		3751
Vulco box		414
		Per Week.
Pulling by machine		\$31 20
Pulling by hand		28 80
Operating bed machine		31 20
Operating consolidated Hand-method machine		31 20
Cobbling		28 80
Other day work		28 80

A. E. LITTLE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and lasters. (100)

The Board awards that the following prices shall be paid by A. E. Little Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Assembling by hand, all leathers	\$0 60
Side lasting by hand	99
Tacking innersoles; no change:	
Tacking and trimming by hand	1352
Tacking by machine and trimming by hand	1093
Tacking and trimming by machine	1025
Pulling by machine; no change:	
Shellac box	3751
Vulco box	414
	Per Week.
Pulling by machine	\$31 20
Pulling by hand	28 80
Operating bed machine	31 20
Operating consolidated Hand-method machine	31 20
Cobbling	28 80
Other day work	28 80

BION F. REYNOLDS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Bion F. Reynolds Company, shoe manufacturer of Brockton, and lasters. (104)

The Board awards that there shall be no change in the prices paid by Bion F. Reynolds Company at Brockton for the items of work submitted in the lasting department, except as follows:

	Per Week.
Pulling by hand	\$28 80
Cobbling	28 80
Other day work	28 80

E. E. TAYLOR COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and lasters. (107)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Tacking innersoles by machine; no change	\$0 0801
Assembling by hand, vulco box:	
Regular work	33
Russia leather	494
Patent leather	494

Pulling-over; no change:		
Low toes:		Per 24 Pairs.
Regular work		\$0 2704
Russia leather		3226
Patent leather		3488
Extras:		
High toes		0713
Vulco box		0392
Side lasting by hand		72
		Per Week.
Pulling by machine		\$31 20
Pulling by hand		28 80
Operating bed machine		31 20
Operating consolidated Hand-method machine		31 20
Cobbling		28 80
Other day work		28 80

EMERSON SHOE COMPANY — ROCKLAND.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between the Emerson Shoe Company, of Rockland, and lasters. (212, 213)

The Board awards that the following price shall be paid by the Emerson Shoe Company to its employees at Rockland for the work as there performed:—

Lasting sides by machine, white-tag grade	Per 24 Pairs.
	\$0 41

By agreement of the parties this decision shall take effect as of the date of beginning the lasting by machine.

The Board also awards that there shall be no change in the prices paid in the lasting department for the white-tag grade.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Churchill & Alden Company (Ralston Factory), Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company, (Factories A, C), W. L. Douglas Shoe Company (Factories Nos. 1, 3, 5), Charles A. Eaton Company, Field & Flint Company, Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 3, 11), Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, Brockton, and treers. (177)

The Board awards that \$0.62½ per hour shall be paid by the above-named employers in Brockton for treeing.

T. D. BARRY COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and vamps. (60)

The Board awards that the following prices shall be paid by T. D. Barry Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Third row, halfway around (one-needle machine)	\$0 2808
Heel row (one-needle machine)	1306
Extra row, regular long or circular vamps (two-needle machine)	35856
Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, of Brockton, and vamps. (61)

The Board awards that there shall be no change in the prices paid by the Brockton Co-operative Boot and Shoe Company at Brockton for the items of work submitted, except as follows:

Vamping:	
Wing tips where presser roll passes over tip; extra per 24 pairs, \$0.072.	
1-, 2- or 3-pair lots, 1½ price.	

BUCKLEY SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company, of Brockton, and vamps. (62)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Right and left tongues to be barred or paid for as holding in tongues, extra	0522

CHURCHILL & ALDEN COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and vamps. (63, 155)

The Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Extra row (one-needle machine)	\$0 2803
Norwegian or Scotch grain, no extra.	
Holding in center stay, women's shoes; no change	0261
Blind rows stitched close to vamping rows, extra	10

CONDON BROTHERS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and vampers. (64)

The Board awards that there shall be no change in the prices paid by Condon Brothers Company at Brockton for the items of work submitted, except as follows:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
1-, 2- or 3-pair lots, 1½ price.	

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Joseph F. Corcoran Shoe Company, of Brockton, and vampers. (65)

The Board awards that the following prices shall be paid by Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in tongue and stay, no change	0792

DIAMOND SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company and vampers. (66)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Regular long vamps (one-needle machine):	
AA grade	\$1 01
Other grades	909
Wing tips where presser roll passes over tip; extra	072
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company, of Brockton, and vampers. (67)

The Board awards that there shall be no change in the prices paid by W. L. Douglas Shoe Company at Brockton for the items of work submitted as performed on women's shoes, white-tag grade. The Board also awards the following:

Vamping (men's or women's shoes):	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

CHARLES A. EATON COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (68)

The Board awards that the following prices shall be paid by Charles A. Eaton Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Seamless blucher, two rows (one-needle machine)	\$1 35
Blucher, two close rows (one-needle machine)	8731
Heel row (one-needle machine)	13068
Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Right and left tongues to be barred or paid for as holding in tongues; extra	0522

FIELD & FLINT COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and vampers. (69)

The Board awards that the following prices shall be paid by Field & Flint Company in Factory B at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Men's shoes:	
Bluchers (one-needle machine):	
Two close rows, Grades B, C, D and E	\$0 864
Two space rows, Grades X-AA and A	864
Men's or women's shoes:	
Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

GIVREN, BLUNT SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Givren, Blunt Shoe Company, of Brockton, and vampers. (70)

The Board awards that there shall be no change in the prices paid by Givren, Blunt Shoe Company at Brockton for the items of work submitted, except as follows:

Vamping:	Per 24 Pairs.
Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampers. (71, 156)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Blue-Tag Grade.	Per 24 Pairs.	
		Pink-Tag Grade.	White-Tag Grade.
Vamping (men's shoes):			
Regular circular vamp, two rows; one-needle machine .	\$0 6992		\$0 6602
Regular circular vamp, two rows; two-needle machine .			5412
Extra rows:			
Regular circular vamp; one-needle machine .	3063	\$0 3063	2803
Regular circular vamp; two-needle machine .	3585	3585	3585
Regular long vamp (one-needle machine) .	3063	3063	2803
Aero quarter oxford, No. 12 quarter (two-needle machine)	414		414
Seamless Club oxford (two-needle machine), \$0.45.			
Vamping:			
Women's shoes (all grades):			
Extra rows:			Per 24 Pairs.
Regular long vamp (one-needle machine) .			\$0 3063
Regular circular vamp (one-needle machine) .			2803
Regular long vamp (two-needle machine) .			3585
Regular circular vamp (two-needle machine) .			3585
Men's or women's shoes:			
Wing tips where presser roll passes over tip; extra			072
Raised throats, extra .			09
Norwegian or Scotch grain, no extra.			
1-, 2- or 3-pair lots, 1½ price.			
Combination cases, no extra.			
Blind rows stitched close to vamping rows, extra .			10

PRESTON B. KEITH SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company, of Brockton, and vampers. (72)

The Board awards that the following prices shall be paid by Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs.
Vamping:	
Extra row on long or circular vamp (two-needle machine) .	\$0 3585
Wing tips where presser roll passes over tip; extra .	072
Raised throats, extra .	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in center stay, women's shoes; no change .	0261

KILLORY-MORIARTY COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Killory-Moriarty Company, shoe manufacturer of Brockton, and vampers. (73)

The Board awards that there shall be no change in the prices paid by Killory-Moriarty Company at Brockton for the items of work submitted, except as follows:

	Per 24 Pairs.
Vamping:	
Wing tips where presser roll passes over tip; extra .	\$0 072
Raised throats, extra .	09
1-, 2- or 3-pair lots, 1½ price.	

A. E. LITTLE COMPANY, STACY-ADAMS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between A. E. Little Company and Stacy-Adams Company, shoe manufacturers of Brockton, and vampers. (74, 78)

The Board awards that the following prices shall be paid by A. E. Little Company and Stacy-Adams Company at Brockton, for the work as there performed:

Vamping:

Per 24 Pairs.

Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Combination cases, no extra.	

C. S. MARSHALL COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampers. (75)

The Board awards that the following prices shall be paid by C. S. Marshall Company at Brockton, for the work as there performed:

Vamping:

Extra row:

Per 24 Pairs.

Half way or all around (one-needle machine)	\$0 2802
Tuxedo-style vamp (two-needle machine)	414
Wing tips where presser roll passes over tip; extra	072
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	

M. A. PACKARD COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and vampers. (76, 157)

The Board awards that the following prices shall be paid by M. A. Packard Company at Brockton, for the work as there performed:

Vamping:

Per 24 Pairs.

Extra row (one-needle machine)	\$0 2803
Wing tips where presser roll passes over tip; extra	072
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Blind rows stitched close to vamping rows, extra	10

LUKE W. REYNOLDS COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and vampers. (77)

The Board awards that there shall be no change in the prices paid by Luke W. Reynolds Company at Brockton for the items of work submitted, except as follows:

Vamping:

Per 24 Pairs.

Wing tips where presser roll passes over tip; extra	\$0 072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Right and left tongues to be barred or paid for as holding in tongues; extra	0522

STONE, TARLOW COMPANY, INC. — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampers. (79)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping:

Men's shoes:

Regular long vamps:

	Per 24 Pairs.
One-needle machine, two rows	\$0 909
Two-needle machine, two rows	7515
No. 85 plug oxford; no change:	
One-needle machine, two rows	767
One-needle machine, one row	60

Men's or women's shoes:

Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in center stay (women's shoes); no change	0261

E. E. TAYLOR COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (80)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

Vamping:

Men's shoes:

Regular long vamps:

	Per 24 Pairs.
One-needle machine, two rows	\$0 909
One-needle machine, two rows and drop	1 0656
Two-needle machine, two rows	7515
Side seam; one-needle machine, two rows	6992
Side seam; two-needle machine, two rows	54243
Brogue side seam; one-needle machine, two rows	78561

No. 1 side seam:

One-needle machine, two rows	78561
Two-needle machine, two rows	60543

No. 2 square side seam:

One-needle machine, two rows	82988
Two-needle machine, two rows	64143

No. 3 side seam:

One-needle machine, two rows	78561
Two-needle machine, two rows	60543

No. 4 side seam:

One-needle machine, two rows	8734
Two-needle machine, two rows	6783

Men's or women's shoes:

Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Earl blucher, no extra.	
Blind rows stitched close to vamping rows, extra	10

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vampers. (81)

The Board awards that the following prices shall be paid by Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Vamping:

	Per 24 Pairs.
Regular circular oxford, including holding in tongue and stay (one-needle machine, two rows), women's shoes	\$0 8037
Patterns Nos. 590 and 591 (one-needle machine, two rows), men's shoes; no change	7515

Men's or women's shoes:

Wing tips where presser roll passes over tip; extra	072
Raised throats, extra	09
Norwegian or Scotch grain, no extra.	
1-, 2- or 3-pair lots, 1½ price.	
Holding in center stay (women's shoes), no change	0261

WALL, DOYLE & DALY, INC. — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vampsers. (82)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Vamping:		Per 24 Pairs.
Regular circular vamps (two-needle machine, two rows); no change	.	\$0 46701
Wing tips where presser roll passes over tip; extra	.	072
Raised throats, extra	.	09
Norwegian or Scotch grain, no extra.	.	
1-, 2- or 3-pair lots, 1½ price.		

WHITMAN & KEITH COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and vampsers. (83)

The Board awards that the following prices shall be paid by Whitman & Keith Company at Brockton, for the work as there performed:

Vamping:		Per 24 Pairs.
Extra row, half way or all around (one-needle machine)	.	\$0 2803
Men's or women's shoes:		
Wing tips where presser roll passes over tip; extra	.	072
Raised throats, extra	.	09
Norwegian or Scotch grain, no extra.	.	
1-, 2- or 3-pair lots, 1½ price.		
Right and left tongues to be barred or paid for as holding in tongues; extra	.	0522

T. D. BARRY COMPANY, CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, GEORGE E. KEITH COMPANY, E. E. TAYLOR COMPANY — BROCKTON.

APRIL 24, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Churchill & Alden Company, Diamond Shoe Company, W. L. Douglas Shoe Company, George E. Keith Company and E. E. Taylor Company, shoe manufacturers of Brockton, and innersole channelers. (111-116)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for channeling sample, cushion, model or cork-welt innersoles, as the work is there performed.

ENGEL-CONE SHOE COMPANY — BOSTON.

MAY 1, 1923.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and cutters. (260)

The Board awards that \$0.54 per 36 pairs shall be paid by Engel-Cone Shoe Company at Boston for cutting apron straps by machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of March 19, 1923.

MAY 1, 1923.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and lasters. (261)

The Board awards that \$0.05 per pair shall be paid by Engel-Cone Shoe Company at Boston for staple lasting after the shoes have been moulded, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DIAMOND SHOE COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (264)

The Board awards that \$0.10 per 24 pairs more than the price for regular blucher vamping shall be paid by the Diamond Shoe Company at Brockton for vamping bluchers when the harness center row is stitched in blind.

This decision shall take effect on May 8, 1923.

A. FREEDMAN & SONS, INC. — BROCKTON.

MAY 8, 1923.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vamps. (216, 255)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Vamping:

Extra rows, Pattern No. 25:	Per 24 Pairs.
One-needle machine	\$0 0522
Two-needle machine	0783
Stab blucher; one-needle machine, two space rows; extra	0784

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vamps. (215)

The Board awards that the following prices shall be paid by George E. Keith Company in Factory No. 11 in Brockton, for the work as there performed:

Vamping U Tee pattern:

One-needle machine, two rows	Per 12 Pairs.
One-needle machine, extra row	\$0 50
Two-needle machine, two close rows	14015
Two-needle machine, extra row	40
	17925

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STACY-ADAMS COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and vamps. (262)

The Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton, for the work as there performed:

Holding back linings, extra:

Per 24 Pairs.

Shoes with circular vamps

\$0 1044

Shoes with blucher vamps, on inside shanks only

0783

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MAY 8, 1923.

In the matter of the joint applications for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vamps. (142, 256)

The Board awards that the following prices shall be paid by Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Vamping:

Per 24 Pairs.

Patterns Nos. 432 and 433; one-needle machine, two space rows

\$1 00

Patterns Nos. 350 and 420; one-needle machine, two space rows

9164

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. J. BATES COMPANY — WEBSTER.

MAY 10, 1923.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and Goodyear stitchers. (263)

The Board awards that the following prices shall be paid by A. J. Bates Company at Webster, for the work as there performed:

Goodyear stitching:

Per 12 Pairs.

Red-tag grade

\$0 25

Blue-tag or pink-tag grade

27

Ribbon stitch of any color

29

One row around heel; $\frac{1}{2}$ price extra.

Black sole, rope or fudge stitch

26

Step shoes:

First operation

30

Second operation

45

Samples, $1\frac{1}{2}$ price.

This decision shall take effect from May 10, 1923.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CONDON BROTHERS COMPANY, CHURCHILL & ALDEN COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

MAY 10, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Buckley Shoe Company, Condon Brothers Company, Churchill & Alden Company, Joseph F. Corcoran Shoe Company, W. L. Douglas

Shoe Company (Factories Nos. 1, 3, 5), Diamond Shoe Company (Factories Nos. 1, 3), Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and dressers and packers. (30-59)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the dressing and packing department, as there performed, except as follows (these prices to be effective in the factories where the items are in contention):

	Per Week.
Feeling for and cutting tacks	\$17 00
Stamping shanks and bottoms	18 50
Repairing soft shoes, patent or russet leather; after one year	22 50
Packing shoes in cartons	18 50
Packing shoes in cartons, including crowning	20 00
Embossing shoes	18 50
Creasing vamps	18 50
Packing cartons in boxes, nailing, strapping and stenciling boxes:	
First three months	17 00
Thereafter	20 00
Crowning shoes in dressing room	22 50
Painting or flowing tips	22 50
Pushing racks	18 00
Trucking shoes	20 00

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY—BROCKTON.

MAY 10, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company (Factories Nos. 1 and 3), W. L. Douglas Shoe Company (Factories Nos. 1, 2, 5), Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 3, 11), Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and finishers. (179-211)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of heel-scouring submitted, as there performed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

MAY 15, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and stitchers. (332)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company in Factory No. 5 at Brockton, for the work as there performed:

Women's shoes (white-tag grade):

Undertrimming:	Per 24 Pairs.
8½ inches or less, cemented on	\$0 35
More than 8½ inches, cemented on	4375
Regular oxford or blucher oxford, held on, with brace stay	40
Staying back seam, two-needle Union Special machine:	
Including 8½ inches	085
More than 8½ inches	0975
Folding long or short vamps on Glass machine, all grades of women's shoes	1305

FIELD & FLINT COMPANY — BROCKTON.

MAY 17, 1923.

In the matter of the joint application for arbitration of a controversy between Field & Flint Company, shoe manufacturer of Brockton, and vamps. (265)

The Board awards that the following prices shall be paid by Field & Flint Company at Brockton, for the work as there performed:

Vamping:

Unit Factory:	Per 24 Pairs.
Oxford No. 108 pattern, when butted; extra	\$0 17
Bal. No. 105 pattern (square); no extra.	
Korrek Shape Factory:	
Oxford No. 108 pattern, when butted; extra	17

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

MAY 22, 1923.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and crowners. (266)

The Board awards that \$28 per week shall be paid by the Marlborough Shoe Company at Marlborough for crowning in the lasting department, as the work is there performed.

C. B. SLATER COMPANY — BRAINTREE.

MAY 24, 1923.

In the matter of the joint application for arbitration of a controversy between C. B. Slater Company, shoe manufacturer of Braintree, and treers. (347)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board determines that the shoe in question is to be classified as a white shoe, carrying the price of five cents per pair for cleaning.

By agreement of the parties this decision shall take effect as of March 28, 1923.

HAZEN B. GOODRICH & CO. — HAVERHILL.

MAY 31, 1923.

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., shoe manufacturer of Haverhill, and stitchers. (335)

The Board awards that the following prices shall be paid by Hazen B. Goodrich & Co. at Haverhill, for the work as there performed:

Pattern No. 652, Cairo:	Per 12 Pairs.
French-cord stitching	\$0 76
French-cord turning	90

LEWIS A. CROSSETT COMPANY — ABINGTON.

MAY 31, 1923.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and stitchers. (338)

The Board awards that the following prices shall be paid by Lewis A. Crossett Company at Abington, for the work as there performed:

Tip-stitching (regular work):	
One-needle machine:	Per 24 Pairs.
Two rows	\$0 20
One row	10
Extra row	10
Two-needle machine:	
Two rows	12
Extra row	10
Four rows	22
Perforated or centered tips, no extra.	

KNIFE BROTHERS, INC. — HAVERHILL.

JUNE 7, 1923.

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill, and skivers. (346)

The Board awards that the following prices shall be paid by Knife Brothers, Inc., at Haverhill, for the work as there performed:

Skiving on Amazeen machine:	Per 12 Pairs.
Blucher quarters, top and lace	\$0 06
Bal. quarters, top and lace	05½
Bal. or blucher, top and corner	04½
Tips	02
Toes	02½
Long vamps	05
Samples; per hour, \$0.60.	
Lots of less than 12 pairs, no change.	

BANCROFT WALKER COMPANY — BOSTON.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company, shoe manufacturer of Boston, and wood-heelers, etc. (349)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

Wood-heeling:	Per 36 Pairs.
Putting on Louis heels	\$5 22
Putting on Cuban heels	2 07
Matching heels on colored shoes; extra	36
Nailing wood heels; no change:	
Covered shoes	40½
Uncovered shoes	32½

By agreement of the parties this decision shall take effect as of April 18, 1923.

M. A. PACKARD COMPANY — BROCKTON.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and stitchers. (333)

The Board awards that the following prices shall be paid by M. A. Packard Company at Brockton, for the work as there performed:

Undertrimming:	Per 24 Pairs.
Bound-edge oxford, cemented on	\$0 35
Bound-edge, regular-height bal. or blucher, cemented on	35
Oxford, cemented on	288
Regular-height bal. or blucher, cemented on	288
Stitching tongue linings to tongues:	
Oxford, cemented on	125
Regular-height bal. or blucher, cemented on	145

By agreement of the parties this decision shall take effect as of the date of the introduction of the new work in question.

T. J. KIELY & CO. — LYNN.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between T. J. Kiely & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (360)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board determines that T. J. Kiely & Co. at Lynn is "justified in deducting the difference in price paid a vamer and the established price on their list."

By agreement of the parties this decision shall take effect as of May 24, 1923.

MEMBERS, BROCKTON LAUNDRY-OWNERS' ASSOCIATION — BROCKTON.

JUNE 19, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Brockton Laundry-owners' Association and employees. (345)

Having heard the parties by their duly authorized representatives and considered the subject-matter of the controversy, the character of the work and the conditions under which it is performed, the Board awards that the following prices shall be incorporated into and made a part of the agreement to be entered into between the parties:

	Per Week.
Beginners, the first four weeks	\$14 00
Markers and distributors, washwomen, starchers, starchers' helpers, hand ironers, bosom machine ironers, neckband ironers, wrist ironers, shirt finishers, body ironers, sleeve ironers, collar ironers, collar shapers, collar dampeners, shirt folders, starchers on hand ironing and rough-dry, mangle hands, helpers in distributing room, general all-round hands, shirt dampeners, shirt pressing-machine operators	16 00
Wringersmen, tumblers and dryers	21 50
Washmen	26 50
Overtime work, no change.	

This decision shall take effect as of June 1, 1923.

MEMBERS, LYNN SHOE MANUFACTURERS' ASSOCIATION, INC. — LYNN.

MAY 24, 1923.

In the matter of the joint application for arbitration of a controversy between members of Lynn Shoe Manufacturers' Association, Inc., and Goodyear operators. (214)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed upon shoes with white ivory welts or soles:

	Extra Per 100 Pairs.
Goodyear welting	\$0 36
Roughrounding	18
Goodyear stitching	50

By agreement of the parties this decision shall take effect as of January 26, 1923.

MacLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

JUNE 21, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of Lynn Shoe Manufacturers' Association, Inc., and stitchers. (362)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$2.51 per 36 pairs shall be paid by MacLaughlin-Conway Shoe Company at Lynn for stitching braid on one-strap shoe, including wave tip (single-needle machine), as the work is there performed.

By agreement of the parties this decision shall take effect as of May 21, 1923.

M. A. PACKARD COMPANY — BROCKTON.

JUNE 22, 1923.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and vampers. (353)

The Board awards that the following prices shall be paid by M. A. Packard Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs.
Derby circular vamp, one-needle machine, two rows; extra over price of regular circular vamp	\$0 15678
Polo circular vamp with square corners, one-needle machine, two rows; extra over price of regular circular vamp	1044
Extra row on Polo circular vamp, one-needle machine; extra	0522

By agreement of the parties this decision shall take effect as of April 30, 1923.

C. S. MARSHALL COMPANY — BROCKTON.

JUNE 22, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampers. (354)

The Board awards that the following prices shall be paid by C. S. Marshall Company at Brockton, for the work as there performed:

Stitching extra row on Trot pattern; extra over price of regular extra row:	Per 24 Pairs.
One-needle machine	\$0 0522
Two-needle machine	0784

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BROCKTON SHOE MANUFACTURING COMPANY, CHURCHILL & ALDEN COMPANY, A. FREEDMAN & SONS, INC., HOWARD & FOSTER COMPANY — BROCKTON.

JUNE 22, 1923.

In the matter of the joint applications for arbitration of a controversy between the Brockton Shoe Manufacturing Company, Churchill & Alden Company, A. Freedman & Sons, Inc., and Howard & Foster Company, of Brockton, and vampers. (356-359)

The Board awards that price and one-half shall be paid by the above-named manufacturers at Brockton for vamping 1-, 2- or 3-pair lots.

STONE, TARLOW COMPANY, INC. — BROCKTON.

JUNE 22, 1923.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampers. (355)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping, pattern No. 93:	Per 24 Pairs.
One-needle machine, two rows	\$0 945
Two-needle machine, two rows	718

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LEWIS A. CROSSETT COMPANY — ABINGTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and cutters. (336)

The Board awards that there shall be no change in the prices paid by Lewis A. Crossett Company at Abington for the items of work submitted in the cutting department, except as follows:

Outside cutting, by hand or machine	Per Week.
Sorting	\$40 80
Leather-lining cutting	40 80
	25 00

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, ELLIOT SHOE COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, OLD COLONY SHOE COMPANY, M. A. PACKARD COMPANY, POOLE & JOHNSTON, INC., BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, SPORWIN SHOE COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, TROJAN SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe Manufacturing Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company,

Elliot Shoe Company, Field & Flint Company, A. Freedman & Sons, Inc., Girren, Blunt Shoe Company, Howard & Foster Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Old Colony Shoe Company, M. A. Packard Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Sporwin Shoe Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Trojan Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and cutters. (219-225, 229-233, 235-252)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	

DIAMOND SHOE COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and cutters. (226)

The Board awards that there shall be no change in the prices paid by the Diamond Shoe Company at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	
Cutting AA or A grade (as cut in this factory) in connection with another grade, 10% extra on the entire job.	

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and cutters. (227)

The Board awards that there shall be no change in the prices paid by the W. L. Douglas Shoe Company at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	
Trimming leather remnants:	

	Per Pound.
Gun metal, velours, cadet kid or box calf	\$0 012
Russia, chrome or willow calf	014

CHARLES A. EATON COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and cutters. (228)

The Board awards that there shall be no change in the prices paid by the Charles A. Eaton Company at Brockton, for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole-shoe cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting by the piece; jobs at \$2 or less, 10% more than the base price.	

Matchmarking:

	Per 24 Pairs.
Sixteen pieces to a pair	\$0 122
Fourteen pieces to a pair	105
Twelve pieces to a pair	095
Ten pieces to a pair	083
Eight pieces to a pair	07
Six pieces to a pair	051
Four pieces to a pair	04
Two pieces to a pair	022

GEORGE E. KEITH COMPANY — BROCKTON.

JUNE 25, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and cutters. (234)

The Board awards that there shall be no change in the prices paid by the George E. Keith Company at Brockton for the items of work submitted in the cutting department, except as follows:

	Per Week.
Whole shoe-cutting, sorting or leather sorting in stock room	\$40 80
Leather-lining cutting; by hand, block or machine	25 00
Cutting and casing cloth linings:	Per 12 Pairs.
Blucher toe linings	\$0 042
Blucher-oxford toe linings	042
Quarter-oxford toe linings	045
Doublers except No. 5 cloth	03763
Cutting doublers	0225
Cutting special, heavy No. 5 doublers	0284

BENDER SHOE COMPANY — LYNN.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (365)

Having considered said application and heard the parties by their duly authorized representatives concerning the character of the work in question and the conditions under which it is performed, the Board awards that \$0.72 per 36 pairs shall be paid by the Bender Shoe Company at Lynn for stitching French cord on mule collar, with or without cut-outs, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BROPHY BROTHERS SHOE COMPANY — LYNN.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (366)

Having considered said application and heard the parties by their duly authorized representatives concerning the character of the work in question and the conditions under which it is performed, the Board awards that in the factory of Brophy Brothers Shoe Company at Lynn the operation of pressing front straps on pattern No. 742 shall be paid for on the basis of four points to a pair, making the price for this operation 66 cents per 36 pairs.

By agreement of the parties this decision shall take effect as of April 24, 1923.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and heel-shavers, etc. (254)

The Board awards that there shall be no change in the prices paid by the W. L. Douglas Shoe Company in Factory No. 5 at Brockton for the items of work submitted, as there performed, except as follows:

Shaving heels over $\frac{1}{8}$ ":		
Regular leather heels:		Per 24 Pairs.
Grades Nos. 1 and 2		\$0 22
Grade No. 3		20
Whole or half rubber heels:		
Grades Nos. 1 and 2		26
Grade No. 3		24
Breasting heels:		
$\frac{1}{2}$ or under		11
Over $\frac{1}{2}$		12
Randing; rolled, half rolled, quarter rolled or gable edges; $1\frac{1}{2}$ price.		

A. E. LITTLE COMPANY — LYNN.

JUNE 28, 1923.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and lasters. (303)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Assembling; right and left counters, extra	Per 24 Pairs.
Side-lasting; cut-in shanks, extra	\$0 06
	12

RICE & HUTCHINS, INC. — MARLBOROUGH.

JULY 5, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and stitchers. (364)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Middlesex factory at Marlborough, for the work as there performed:

Undertrimming (held-on work):		
Men's shoes:		Per 24 Pairs.
Bal.		\$0 39
Blucher		41
Oxford bal., no change		28
Oxford blucher		31
Boys' shoes:		
Bal.		38
Blucher		40
Oxford bal.		28
Oxford blucher		30

LEWIS A. CROSSETT COMPANY — ABINGTON.

JULY 19, 1923.

In the matter of the joint applications for arbitration of a controversy between Lewis A. Crossett Company, shoe manufacturer of Abington, and employees. (331, 337)

The Board awards that the following prices shall be paid by Lewis A. Crossett Company at Abington, for the work as there performed:

Inspecting and repairing heels, jointing by hand and nailing on rubber heels; per week, \$22.50.

Heel-seat-nailing:

Men's or women's shoes

Men's or women's shoes with crepe-rubber soles

Per 24 Pairs.

\$0 07

08½

HAZEN B. GOODRICH & CO. — HAVERHILL.

JULY 24, 1923.

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., shoe manufacturers of Haverhill, and stitchers. (410)

The Board awards that the following prices shall be paid by Hazen B. Goodrich & Co. at Haverhill, for the work as there performed:

French-cord stitching:	Per 12 Pairs.
Pattern No. 665, four-strap with square corner	\$1 77
Extra cut-out on Araby pattern	42
French-cord turning:	
Pattern No. 665, four-strap with square corner	1 92
Extra cut-out on Araby pattern; per hole	56
Araby pattern, top and strap	1 07

FINGER SHOE COMPANY — LYNN.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between the Finger Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (411)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.90 per 36 pairs shall be paid by the Finger Shoe Company at Lynn for stitching collars on quarters, pattern No. 800, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

R. H. MITCHELL COMPANY — LYNN.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between R. H. Mitchell Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (412)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.79 per 36 pairs shall be paid by R. H. Mitchell Company at Lynn for stitching one-strap collars on quarters, pattern No. 352, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (413)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.90 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn

for stitching collars on quarters, pattern No. 158371 $\frac{1}{2}$, as the work is there performed.

By agreement of the parties, this decision shall take effect as of the date of beginning the work in question.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and naumkeag cleaners. (428)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.12 per 12 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for naumkeag-cleaning shoes, not buffed, as the work is there performed.

By agreement of the parties this decision shall take effect as of June 14, 1923.

RICE & HUTCHINS, INC. — MARLBOROUGH.

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters. (414)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed:

Assembling:

	Per 12 Pairs.
Men's shoes:	
Red- or green-tag grade	\$0 17
Pink- or yellow-tag grade	16
Boys' shoes:	
Red- or green-tag grade	16
Pink- or yellow-tag grade	15
Samples, men's or boys' shoes	26
Extras:	
Inserting paper under tip, cordovan	01
Sponging vici, etc.	01
Paper covers	01
Shellacking box toes	04
Tacking innersoles	043
Crowning and cobbling; no change, \$26 to \$30 per week.	

AUGUST 7, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters. (415)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed:

Pulling-over:

	Per 12 Pairs.	
	Pink- or Yellow-tag Grade.	Red- or Green-tag Grade.
Men's, cap toes:		
Dull leather, low toes	\$0 18	\$0 19
Dull leather, high toes	19	20
Russet or patent leather, low toes	19	20
Russet or patent leather, high toes	20	21
Men's, plain toes	15	16
Patent leather; no change, extra, \$0.01.		
Boys', cap toes:		
Dull leather, low toes	16	17
Dull leather, high toes	17	18
Russet or patent leather, low toes	17	18
Russet or patent leather, high toes	18	19
Boys', plain toes	14	15
Patent leather; no change, extra, \$0.01.		
Samples, men's or boys' shoes, \$0.30.		
Wing or center-perforated tips; no change, extra, \$0.065.		

August 7, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and lasters. (416)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed:

	Per 12 Pairs.	
	Pink- or Yellow-tag Grade.	Red- or Green-tag Grade.
Operating No. 5 machine:		
Men's shoes:		
Black leather, plain toes	\$0 37	\$0 38
Colored leather, plain toes	42	44
Patent leather, plain toes	445	48
Black leather, low cap toes	39	41
Colored leather, low cap toes	445	465
Patent leather, low cap toes	445	49
Black leather, medium cap toes	425	455
Colored leather, medium cap toes	47	50
Patent leather, medium cap toes	47	52
Black leather, high cap toes	49	525
Colored leather, high cap toes	56	57
Patent leather, high cap toes	57	59
Boys' shoes:		
Black leather, low toes	355	37
Colored or patent leather, low toes	39	41
Black leather, medium toes	39	41
Colored leather, medium toes	42	445
Black leather, high toes	435	465
Colored leather, high toes	465	50
Extras:		
Long counters; no change		07½
Cushion innersoles; no change		07½
Sole-leather boxes		03
Wing or fancy tips		03
Side-lasting, staple machine		19

GEORGE E. KEITH COMPANY — BOSTON.

August 23, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Boston, and treers in Factory No. 9. (427)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9 at Boston, for the work as there performed:

Treeing:

Per week, \$35.
Wood heels, \$0.03 per 12 pairs.
Straps; no change, no extra.

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

August 23, 1923.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Middleborough, and lasters in Factory No. 4. (429)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 4 at Middleborough, for the work as there performed:

	Per 12 Pairs.
Pulling-over	\$0 1808
Assembling:	
Regular work	16
Cushion innersoles, extra	035
Operating No. 5 machine, black shoes	48

By agreement of the parties this decision shall take effect as of July 23, 1923.

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, DIAMOND SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DOYLE, MULLINS SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, A. E. LITTLE COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

AUGUST 23, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, Diamond Shoe Company (Factories A and C), W. L. Douglas Shoe Company, Doyle, Mullins Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, Killory-Moriarty Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, shoe manufacturers of Brockton, and sole-leather workers. (304-330)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the sole-leather department, except as follows:

	Per Week.
Cutting outsoles	\$37 50
Sorting outsoles	34 00
Cutting innersoles	34 50
Sorting innersoles	32 50
Channeling innersoles	34 00
Cutting counters:	
Fibre	23 75
Leather	28 00
Skiving leather (one operation, Tandem machine)	28 00
Cutting lifting	25 50
Cutting top-pieces	28 00
Cutting taps	28 00
Casing outsoles	28 00

T. D. BARRY COMPANY, BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY, BROCKTON SHOE MANUFACTURING COMPANY, BUCKLEY SHOE COMPANY, CHURCHILL & ALDEN COMPANY, CONDON BROTHERS COMPANY, JOSEPH F. CORCORAN SHOE COMPANY, W. L. DOUGLAS SHOE COMPANY, DIAMOND SHOE COMPANY, CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY, A. FREEDMAN & SONS, INC., GIVREN, BLUNT SHOE COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, KILLORY-MORIARTY COMPANY, CHARLES E. LYNCH SHOE MANUFACTURING COMPANY, C. S. MARSHALL COMPANY, M. A. PACKARD COMPANY, BION F. REYNOLDS COMPANY, LUKE W. REYNOLDS COMPANY, STACY-ADAMS COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY, WALL, DOYLE & DALY, INC., WHITMAN & KEITH COMPANY — BROCKTON.

AUGUST 23, 1923.

In the matter of the joint applications for arbitration of a controversy between T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Brockton Shoe

Manufacturing Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Joseph F. Corcoran Shoe Company, W. L. Douglas Shoe Company (Factories Nos. 3 and 5), Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company (Factories Nos. 1, 2, 3, 11), Preston B. Keith Shoe Company, Killory-Moriarty Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, shoe manufacturers of Brockton, and skivers. (373-379, 381, 383-409)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

Skiving:	Per Week.
Vamps, tops or tips	\$30 48
Outside backstays, outside trimmings or foxings	25 50
Inside trimmings, leather linings or tongues	21 20
Single pairs, samples and special skiving	30 48
Apprenticeship system (no change in method):	
First four months	17 60
Second eight months	19 40
Thereafter, regular price	21 20

In the event of any employee receiving a price in excess of the above award, there shall be no reduction.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

AUGUST 23, 1923.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company, shoe manufacturer of Brockton, and skivers in Factories Nos. 1, 2 and 3. (380, 382)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company in Factories Nos. 1, 2 and 3 at Brockton, for the work as there performed:

Skiving:	Per Week.
Vamps, tops or tips	\$30 48
Outside backstays, outside trimmings or foxings	25 50
Inside trimmings, leather linings or tongues	21 20
Single pairs, samples and special skiving	30 48
Apprenticeship system (no change in method):	
First four months	17 60
Second eight months	19 40
Thereafter, regular price	21 20
Check girls; no change.	

In the event of any employee receiving a price in excess of the above award, there shall be no reduction.

C. B. SLATER COMPANY — BRAINTREE.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between C. B. Slater Company, shoe manufacturer of Braintree, and edgemakers. (348)

The Board awards that the following prices shall be paid by C. B. Slater Company at Braintree, for the work as there performed:

Edgetrimming:	Per 12 Pairs.
Men's or women's shoes, leather or rubber soles	\$0 369
Men's shoes, wing tip or Cordovan	369

DECISIONS.

55

Edgetrimming — *Con.*

Per 12 Pairs.

Boys' shoes, leather or rubber soles	\$0 295
Around the heel, 1½ price.	
Jointing by machine	0588
Edge-scouring:	
Men's or women's shoes, rubber soles	12
Boys' shoes, rubber soles	096
Singles or samples, 1½ price.	

A. M. CREIGHTON — LYNN.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (425)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.94 per 36 pairs shall be paid by A. M. Creighton at Lynn for vamping the Aristo pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, member of the Lynn Shoe Manufacturers' Association, Inc., and woodheelers. (467)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that A. M. Creighton at Lynn shall pay for cutting and fitting half-Louis heels one-half cent per pair more than the price now paid for cutting and fitting Cuban heels, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of filing with the Lynn Board of Adjustment.

HOWARD & FOSTER COMPANY — BROCKTON.

AUGUST 28, 1923.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and finishers. (267)

The Board awards that the following prices shall be paid by Howard & Foster Company at Brockton, for the work as there performed:

Per 24 Pairs.

Wheeling arch shanks from shoulder to center of ball, down center of shank and across breast	\$0 15
Polishing full bottoms with shanks of two colors; no change	2556

KNIPE BROTHERS, INC. — HAVERHILL.

SEPTEMBER 5, 1923.

In the matter of the joint application for arbitration of a controversy between Knipe Brothers, Inc., shoe manufacturer of Haverhill, and lasters. (465)

The Board awards that the following prices shall be paid by Knipe Brothers, Inc., at Haverhill, for the work as there performed:

Wetting leather boxes (by the assembler):	Extra Per 12 Pairs.
Colored shoes	\$0 08
Black shoes	05
Putting in anchor tacks (by bed-machine laster)	04½

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

SEPTEMBER 5, 1923.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and lasters. (342)

The Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pairs.
Assembling by hand, vulco box	\$0 2831
Side-lasting:	
By hand	60
By machine	41
Operating pulling machine, bed machine or Consolidated Hand-method machine	Per Week.
Pulling by hand	27 89
Cobbling or crowning	27 89
Other day work	27 89

By agreement of the parties this decision shall take effect as of April 26, 1923.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

SEPTEMBER 11, 1923.

In the matter of the joint applications for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater, and employees. (340, 341, 343, 344)

The Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater, for the work as there performed:

	Per 24 Pairs.
Edgesetting; no change	\$0 396
Edgetrimming; no change	28 80
Roughrounding; no change	567
Welting; no change	234
Goodyear stitching; no change:	468
Yellow- or pink-tag grade; white, surface or fudge stitch (not over 10 stitches to the inch)	594
White- or red-tag grade; white, surface or fudge stitch	54
Sole-laying	11
Nailing heelseats; regular work or extension seats and double soles, rubber	06
Leveling:	
White- or red-tag grade	09
Yellow- or pink-tag grade	10
Treeing; per week, \$27.84.	

COTTER SHOE COMPANY — LYNN.

SEPTEMBER 11, 1923.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (426)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$0.51 per 36 pairs shall be paid by the Cotter Shoe Company at Lynn for stitching French cord on vamp collar, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. J. BATES COMPANY — WEBSTER.

SEPTEMBER 18, 1923.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and cutters. (464)

The Board awards that there shall be no change in the prices paid by A. J. Bates Company at Webster for the items of work submitted, as there performed, except as follows:

Whole-shoe cutting, by hand or machine	\$37 10
Sorting	37 10
Apprentice whole-shoe cutters; 6% increase.	
Cloth-lining cutting, by hand or machine	30 00

HUCKINS & TEMPLE, INC. — MILFORD.

SEPTEMBER 25, 1923.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and sole-leather workers; making-department employees; welters, roughrounders and stitchers; edgemakers. (417, 418, 421, 422)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

Sole-leather department:	Per 12 Pairs.
Rounding innersoles	\$0 025
Day work (except on sorting outer soles); 10% increase.	
Making department:	
Leveling by machine	05
Cementing channels	02
Day work; 10% increase.	
Welting, roughrounding and stitching:	
Day work; 10% increase.	
Edgemaking:	
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and lasters. (420)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

Assembling:	Extra Per 12 Pairs.
Cushion innersoles	\$0 03
Lasting up or down	08
Long counters	05
Whole cloth or paper covers	01 $\frac{1}{4}$
Paper between quarter lining and last	02
Pulling-over by machine:	
Cushion innersoles	03
Whole cloth or paper covers	02
Perforated tips or vamps	03
Side-lasting by machine:	
Regular work, \$0.1961.	
Cushion innersoles	03
Long counters	02
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and finishers. (423)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs. Yellow- or White- tag Grade
Bleaching bottoms	\$0 0228
Gumming:	
Whole bottom	0711
Forepart	0639
Polishing:	
Bottom, shank, breast and top-piece	1143
Forepart and shank	0747
Forepart	045
Rolling and faking:	
Black bottom and top-lift	098
Forepart	0424
Scouring heels; second operation, two papers	075
Pulling lasts	0475
Blacking:	
Bottom, top-lift and breast	0363
Top-lift	015
Painting bottom	0363
Cutting breasts	028
Heel-burnishing	07
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and vamps. (419)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs.
Vamping:	
Whole blucher, including bar; two close rows, two-needle machine	\$0 28
Oxford; two close rows, two-needle machine	234
Bal. or button, perforated vamp	43
Bal. or button, perforated vamp, with square throat	44
Whole-quarter blucher, three close rows	4125
Pattern No. 181, oxford	425

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees in the treeing and packing departments. (424)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs.
Putting in heel-pods and feeling for tacks	\$0 043
Treeing:	
Russia; cleaned, washed, two coats of polish applied and ragged	48
Patent leather; cleaned, washed and tops ironed	48
Patent leather; cleaned and tops ironed	43
Vici; cleaned, washed, ironed and two coats of dressing applied	40
Kangaroo; cleaned, washed, ironed and two coats of dressing applied	40
Side gun metal; cleaned, washed, ironed and coat of filler applied	37
Gun metal; cleaned, washed, ironed and coat of dressing applied	31
Box calf; cleaned, ironed and coat of dressing applied	26
Per hour, \$0.60.	
Day work; 10% increase.	

By agreement of the parties this decision shall take effect as of July 6, 1923.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and stitchers. (433)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, except as follows:

	Per 12 Pairs. Yellow- or White- Tag Grade.
Mating:	
Vamps or tops	\$0 015
Blucher tops including trimming	04
Making linings:	
Seamless or English bal., No. 2 fitting	1149
English or seamless button, No. 2 fitting	0574
Whole-quarter, circular-foxed or Prince Henry blucher, No. 2 fitting	1113
Foxed button oxford	1077
Blucher oxford	0359
Button oxford, toe linings stitched on	0747
College tie	0431
Button oxford	0747
Blucher bal. including putting on eyelet stay:	
Heel stay	125
Side stay	05
Stitching and trimming tongues:	
Blucher	1072
College tie	1149
Seaming:	
Whole-quarter blucher	04
Whole-quarter blucher, leather lining	04
Vamps:	
One seam	04
Two seams	08
Foxings	035
Quarter linings, Singer machine	04
Tops, bal. or blucher	0359
Button lap	0862
Tops on Nos. 9, 1, 91 backstays, low shoes	035
Staying:	
Vamps:	
One seam	04
Two seams	08
Oxford quarters, one seam	04
Foxings	035
Button lap	08
Pump	04
Stitching foxings:	
Straight foxings:	
Two-needle machine	1437
One-needle machine	27
Circular foxings	1294
Perforated foxings	19
Perforation on straight foxed blucher	265
Perforation on circular foxed blucher, or button	19
Prince Henry	19
Stitching tips:	
Leather or vulco box, one operation	075
No box, one operation	055
Any color thread, four rows, two operations	14
Rubbing seams:	
Vamp, one seam	015
Vamp, two seams	02
Button lap	02
Foxing	015
Leather lining quarter	015
Hooking	
Lacing, Ensign machine	03
Trimming:	
Top facings	03
Backstays	0175
Linings	0175
Ends and buttons	045
Ends and inspecting	03
Toeing up bal.	03

	Per 12 Pairs. Yellow- or White- Tag Grade \$0
Stitching toe linings, button	0375
Stitching lining labels	0375
Patching:	
Bal., vamp and shank	04
Button, vamp and shank	04
Blucher, vamp and clip	06
Blucher, clip	025
Oxford, vamp	025
Foxings	03
Bal., blucher or button, No. 1 special	045
Three-quarter blucher; stay, vamp and shank	0625
Tops	03
Boxes:	
Russia, matchmarked	05
Black, not matchmarked	04
Stitching backstays:	
One-needle machine:	
No. 380 oxford	0934
No. 379	099
No. 385	0718
No. 388, bal. folded	0849
No. 386, blucher folded	1339
No. 383	1221
Two-needle machine, Nos. 380, 379	099
Undertrimming or first row; held-on work, no bar or strap:	
Bal.	23
Blucher	24
Folding by machine, no cementing:	
Round-corner blucher	0718
Round-corner bal.	0574
Vamps	045
Backstay, No. 386	045
Blucher oxford	0646
Tips	02
Marking second row:	
No. 55	04
Nos. 33 and 8	025
Marking counter row and second row No. 1:	
Second row, 1st operation	015
Counter row, 1st operation	015
Second row	01
No. 70, including counter and second row	08
No. X28, including counter and second row	07
Stitching second row:	
Letters K, F, M; one-needle machine	095
Letters K, F, M, No. 33; one-needle machine	115
Letters K, M, two rows	105
Letters K, M, No. 33, two rows	125
Nos. 7 and 90	09
Nos. 7 and 90, No. 33	11
No. 7, two-needle machine	10
No. 7, No. 33, two-needle machine	1225
Stitch-perforated No. 20, on No. 33	135
No. 8	06
No. 33	07
No. 1	045
No. 33, four space rows	09
No. 70, high shoe, stay held in:	
First operation	0725
Second operation	04
Third operation	04
No. 70, oxford, stay held in:	
First operation	06
Second operation	04
Third operation	04
Holding in stay, extra	0225
Stitching counter row:	
No. 70:	
First operation	05
Second operation	04
Third operation	04
No. 1 blucher or blucher oxford	05
No. 30	05
No. 316 on No. 1 second row, $\frac{3}{16}$ " space; two-needle machine	06

	Per Week.	Increase.
Cripple stitching	\$20 50	
Sample woman	19 00	
Inspecting	16 50	
Machine folding	15 50	
Patching	15 00	
Machine cementing	13 00	
Taking care of cripples	13 00	
Blacking edges	11 00	
Punching tips	15 00	
Eyeletting	20 00	
Rubbing seams	12 00	
Stitching, regular work; floor girls; trimming ends; table work		5%
Machine skiving		10%

By agreement of the parties this decision shall take effect as of July 6, 1923.

ENGEL-CONE SHOE COMPANY — BOSTON.

SEPTEMBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Engel-Cone Shoe Company of Boston and employees. (463)

The Board awards that the following prices shall be paid by Engel-Cone Shoe Company at Boston, for the work as there performed:

Cutting:	Women's.	Misses.	Per Pair. Children's.	Infants'.	Kacks.
Three-quarter foxed	\$0 06 $\frac{3}{4}$	\$0 06 $\frac{1}{2}$	\$0 06 $\frac{1}{2}$	\$0 06	\$0 05
Circular foxed Polish	07 $\frac{1}{4}$	06	05 $\frac{3}{4}$	05 $\frac{1}{2}$	05 $\frac{1}{4}$
Seamless Polish	06	05 $\frac{3}{4}$	05 $\frac{1}{2}$	05 $\frac{1}{4}$	05
Whole-quarter Polish	05 $\frac{1}{2}$	05 $\frac{1}{4}$	05	04 $\frac{1}{2}$	04 $\frac{1}{4}$
Whole-quarter Polish oxford	05	04 $\frac{1}{2}$	04 $\frac{1}{2}$	04 $\frac{1}{4}$	04
Button oxford	05 $\frac{3}{4}$	05 $\frac{1}{2}$	05 $\frac{1}{4}$	05	04 $\frac{3}{4}$
Blockers	03	02 $\frac{1}{4}$	02 $\frac{1}{2}$	02 $\frac{1}{4}$	02
			Men's.	Per Pair. Boys'.	Youths'.
Whole-quarter			\$0 06 $\frac{1}{2}$	\$0 06 $\frac{1}{2}$	\$0 06
Whole-quarter oxford			05 $\frac{1}{2}$	05 $\frac{1}{4}$	05
Circular foxed			06 $\frac{1}{4}$	06	05 $\frac{3}{4}$
Seamless			06 $\frac{1}{2}$	06	05 $\frac{3}{4}$
Blockers			03 $\frac{3}{4}$	03 $\frac{1}{2}$	03 $\frac{1}{4}$
				Per Pair.	
Apron shoe				\$0 04 $\frac{1}{2}$	
Work shoe, by hand				05 $\frac{1}{2}$	
Romeo				06 $\frac{1}{4}$	
Juliet				05 $\frac{1}{2}$	
Women's whole-quarter bal.				06 $\frac{1}{2}$	
Kid ankle-tie kack				02 $\frac{1}{2}$	
Extra shoes with blockers, combination; on shoes, extra				00 $\frac{1}{2}$	
Button-flies				00 $\frac{1}{2}$	
Samples; double price.					
Colors, extra					00 $\frac{1}{2}$
Small lots, 20 pairs or under; extra					00 $\frac{1}{2}$
Dull tops, extra					00 $\frac{1}{2}$
Notch, slot or hole; per hole					00 $\frac{1}{8}$
Stay					00 $\frac{1}{2}$
Blocker stays, two pieces to a pair					00 $\frac{1}{2}$
Blucher effect					00 $\frac{1}{2}$
Blockers with runners, extra					00 $\frac{1}{2}$
Tips					00 $\frac{1}{2}$
Kid, extra:					
Misses', youths', boys', women's or men's					01
Kacks, infants' or children's					00 $\frac{3}{4}$
Shoes over standard height; per inch					00 $\frac{1}{2}$
Circular-foxed shoes, extra					00 $\frac{1}{4}$
Per hour, \$1.					
Machine cutting, 30% less than hand-cutting prices.					
Calf shoes, extra					00 $\frac{1}{2}$
One-strap ankle ties:					
Kacks					04 $\frac{1}{4}$
Infants'					05
Children's					05 $\frac{1}{4}$
Misses'					05 $\frac{1}{2}$

Lining cutting:

Button shoes	} No change.
Button shoes with button-flies	
Button oxford	
Polish oxford	
Blucher with vamp linings	
Blucher with quarter linings	
Blucher oxford	
High-cut button	
High-cut blucher	
Toe linings	
Cloth linings, ankle ties	
Vamp linings	
Leather linings, sandals	
Leather linings, ankle ties	
Ventilated oxford	
Ventilated blucher bal.	
Black kid	
Blucher oxford, No. 37 pattern	
Women's blucher or Polish side stays and tongues	
Per hour; by hand, \$0.75.	

Clicking machine:

Sandals:	Infants'.	Children's.	Per 36 Pairs.		Boys'.	Men's.
			Misses'.	Women's.		
Toe out	\$0 08	\$0 08	\$0 08	\$0 08	\$0 08	\$0 08
Center out	138	138	138	138	138	138
Ankle ties		17	17	17		
Ventilated oxford:						
Sides	126	138	138	189	189	189
Centers	09	10	10	149	149	149
Toe out	057	069	069	086	086	086
Work shoe					31	31
Black kid, pattern No. 113						138
Gymnasium oxford					24	24
Blucher oxford	24	24	24	24	24	24
Outing oxford	23	23	23	23	23	23
Per hour; \$0.65.						

Dinking:

Sandal	} No change.
Outing oxford	
Ventilated oxford:	
Lined	
Unlined, two parts	
Unlined, three parts	
Blucher, three parts	
Button and oxford	
Blucher oxford	
High-cut button	
High-cut blucher	
Blucher	
Button-flies on button oxfords	
Button-flies on shoes	
Backstays	
Blucher tongues	
Misses' blucher tongues	
Bows on ankle ties	
Men's or boys' work shoes	
Scout bal.	
Side stays, eight pieces to the pair	
Elk bal. tongue and side stay	
Per hour, \$0.50.	

Sole-leather department:

	Per Week.
Outersole cutting	\$33 00
Cutting bellies and heads	29 00
Cutting canvas	28 00
Sorting soles	26 00
Sorting innersoles	25 00
Monarch skiving	23 00
Sorting counters	21 00
Sorting top-lifts	23 00
Putting up soles	23 00
Skiving	23 00
Skiving soles, heelseats and tacking	24 00
Shanking-out	24 00

Sole-leather department — *Con.*

Per 100 Pairs.

Moulding and wetting	\$0 19
Spring-heeling	18
Plugging	08
Counter gluing	12
Lacking innersoles	19
Dinking innersoles:	
Boys' and women's	26
Men's	30
Infants', children's and misses'	22
Dinking pancake:	
Men's	10
Misses', youths', boys' and women's	08½
Breasting heels	14
Cutting spring-heels	10
Cutting:	
Counters (1-4)	10
Counters (6-9)	21
Under lifts (1-6)	10
Under lifts (7-12)	12
Larsen machine; per week, \$15	08
Stamping innersoles	05
Stamping outsoles	03
Building heels:	
Men's	80
Boys'	70
Misses'	60
Cementing rubber heels; per week, \$15.	
General worker (dummy); per week, \$17.	

Making department:

Per 36 Pairs.

Leveling; per 100 pairs, \$0.58.	\$0 10
First indenting; kacks, infants', children's, misses' and youths'	22½
Heel-burnishing	07
Rimming spring-heels	35
Buffing heel shoes	
Staining unbuffed bottoms:	
Infants', children's, misses', spring-heels	07½
Misses', heels	08
Youths', boys' and women's	08
Staining buffed bottoms:	
Infants', children's, misses', spring-heels	08½
Misses', heels	09
Youths', boys' and women's	09
Bleaching bottoms	06½

Per 24 Pairs.

Second indenting	\$0 04½
Heel-burnishing	16
Rimming and scouring top-pieces	09½
Staining, men's shoes:	
Unbuffed bottoms	06½
Buffed bottoms	09

Edgemaking department:

Per 36 Pairs.

Edgetrimming:	
Kacks	\$0 77
Infants', children's or misses', spring-heels	1 08
Misses', heels	96
Youths'	96
Boys'	1 13
Boys', oxford	1 00
Women's:	
Heels	1 13
Spring-heels	1 38
Rubber soles; per 24 pairs, \$1.14.	
Men's outing oxford; per 24 pairs, \$0.67.	
Women's sandal	1 50
Men's shoes; \$0.74.	
Edgesetting:	
Children's and infants'	45
Misses'	51
Men's, square shanks; per 24 pairs, \$0.45.	
Samples; per pair, \$0.03½.	

Goodyear stitching:

Kacks	84
Infants'	88
Children's	98

Goodyear stitching—*Con.*

Per 36 Pairs.

Youths' and misses'	\$1 11
Women's and boys'	1 20
Men's; per 24 pairs, \$0.86.	

Stitching department:

Stamping; per 24 pairs:

Outing oxford or sandal, \$0.04.	
Men's oxford, ventilated, \$0.03½.	

Marking:

Vamps	02½
Black foxings	02½
Black quarters	03½
Tan foxings	02½
Tan quarters	03½
Kacks, complete	10½

Closing:

Button	17
Polish quarters	09
Polish foxings	08
Kack foxings	13
High-cut Polish	12
Two-seam vamps	15
Blucher quarters	09½
Sandal	10½
Zigzag oxford	08
Blucher bal.	10
Blucher oxford	09½
Romeo	10½

Turning:

Polish, children's and misses'	13
Button, children's and misses'	14
Blucher	13
Polish high-cut, women's and misses'	16
Blucher, youths' (hooks)	16
Boys' and men's; per 24 pairs, \$0.14.	
Button, women's	15

Lining-making:

Misses' Polish	21
Children's Polish	20
Blucher oxford	13
Back strap, boys' blucher	13
Side stay	19
Button	09½
Top facing, plain scuffer	08½

Foxing stitching:

Kacks	22
Misses'	24
Misses', pressed	24

Closing on:

Women's, high-cut	22
Misses', high-cut	19
Infants' and children's	16
Button	21
Misses' Polish blucher	19

Buttonhole operating:

Kacks	25
Misses', button	31
Spacing	03
Children's (Gr-Br heavy)	30
Ankle ties	20

Stitching back straps:

Elk bal., two-needle machine; per 24 pairs, \$0.23.	
Setting in bar, one-needle machine, per 24 pairs, \$0.19.	
Men's blucher, moccasin	27
Women's sport shoe	24

Cylinder vamping; per hour, \$0.60.

Top stitching:

Sandals; no change.	
Burnt shoes; men's, women's and boys'	45

Blucher vamping:

Men's (F. V.), \$0.98.	
Infants', children's, misses' and youths'	80
Boys'	89

Tongue stitching:

Infants' and children's	11
Men's, boys', youths' and misses'	13
Per hour; \$0.45.	

Stitching department — *Con.*

Tip stitching:

Per 36 Pairs.

Four-needle machine	\$0 20
Three-needle machine	22

Pressing:

Misses' Polish	18
Infants', children's and misses' blucher	26
Vamps	16

Lasting department:

Re-lasting:

Boots:

Infants' and children's	39
Misses'	48
Women's	72
Boys'	72
Men's; per 24 pairs, \$0.48.	
Women's patent ankle ties	58

Unlined work:

Infants' and children's	39
Misses'	48
Boys'	58
Women's	58
Men's; per 24 pairs, \$0.38.	

Sandals:

Infants', children's and misses'	30
Women's	42

Pulling-over by machine:

Per case of 36 pairs, \$0.09.

Per case of 24 pairs, \$0.06.

Buckle sandal, \$0.06.

Button shoes, \$0.03½.

Ankle bow strap, \$0.06.

Putting in counter and stapling:

Infants', children's and misses'	14
Boys' and women's	15
Youths'	14
Men's; per 24 pairs, \$0.10.	

Staple lasting; no change.

Per 36 Pairs.

Ironing department:

Patent leather or gun metal:

	Blucher, Polish, Button.	Outing Oxford.	Sandal.	Tie.
Kacks	\$0 60	\$0 06	\$0 60	\$0 60
Infants', children's and misses'	60	60	60	60
Youths'	60	60	60	60
Boys'	78	78	78	
Women's	98	65	86	
Men's; per 24 pairs	46	46	46	

Brown or tan lotus:

Kacks	51	51	33	51
Infants' and children's	51	51	33	51
Misses'	60	60	46	60
Youths'	60	60		
Boys'	78	78		
Women's	98	98	74	86
Men's; per 24 pairs	52	46		

Mahogany:

Kacks, infants' and children's	51	51	33	51
Misses'	60	60	46	60
Youths'	60	60		
Boys'	78	78		
Women's	98	98	74	86
Men's; per 24 pairs	52	46		

Smoked horse:

Kacks, infants' and children's	33	33	33	33
Misses'	43	43	43	43
Youths'	43	43		
Boys'	65	65	74	86
Women's	98	98		
Men's; per 24 pairs	43	43		

Black kid:

Kacks, infants' and children's	48	48	33	48
Misses'	51	51	51	51
Youths'	51	51		
Boys'	78	78		
Women's	98	98	74	86
Men's; per 24 pairs	52	43	52	

		Per 36 Pairs.			
Ironing department — <i>Con.</i>		Blucher, Polish, Button.	Outing Oxford.	Sandal.	Tie.
Brown kid:					
Kacks, infants' and children's		\$0 48	\$0 48	\$0 33	\$0 48
Misses'		54	54	43	54
Youths'		54	54		
Boys'		78	78		
Women's		98	98	74	86
Men's; per 24 pairs		52	52	52	
Pearl elk:					
Children's, \$0.33.					
Misses', \$0.43.					
Women's, \$0.74.					
Lacing and lining:					Per 36 Pairs.
Infants' and children's					\$0 13
Misses' and youths'					16
Men's oxford; per 24 pairs, \$0.16.					
Men's blucher bal.; per 24 pairs, \$0.10.					
Women's, five eyelets					24
Women's, high shoes					24
Romeo; per 24 pairs, \$0.07.					
Juliet					10½
Children's and misses' sandals					16
Women's sandals					16
Packing department:					
Infants'					10
Misses'					13
Women's					13
Men's					09
Children's					11
Cleaning department:					
\$1.50 per week increase.					

By agreement of the parties this decision shall take effect as of June 6, 1923.

A. M. CREIGHTON — LYNN.

SEPTEMBER 27, 1923.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (466)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board determines that there is no established price in the factory of A. M. Creighton at Lynn for pump-stitching the Aristo pump; and that the price shall be \$1.86 per 36 pairs, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

NATIONAL SHOE COMPANY — LYNN.

SEPTEMBER 27, 1923.

In the matter of the joint application for arbitration of a controversy between the National Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (467)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board determines that there is no established price in the factory of the National Shoe Company at Lynn for pump-stitching the Sunburst pattern, No. 530; and that the price shall be \$2.65 per 36 pairs, for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BENDER SHOE COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (510)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that no extra shall be paid by the Bender Shoe Company at Lynn for "interference of straps" in pump-stitching the Suspension pump, as the work is there performed.

GREGORY & READ COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (519)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that no extra shall be paid by Gregory & Read Company at Lynn for "narrow condition" in vamping pattern No. 6475, as the work is there performed.

BROPHY BROTHERS SHOE COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (511)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$0.64 per 36 pairs shall be paid by Brophy Brothers Shoe Company at Lynn for stitching imitation panel, including points, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (469)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$0.91 per 36 pairs shall be paid by MacLaughlin-Conway Shoe Company at Lynn for pressing Fifi collar, top and side, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (512)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$2.16 per 36 pairs shall be paid by the MacLaughlin-Conway Shoe Company at Lynn for stitching in gores, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GREGORY & READ COMPANY — LYNN.

OCTOBER 1, 1923.

In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and the Amalgamated Shoe Workers of America. (472)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence presented, the Board makes the following report and findings.

The issues presented relate to the discharge by the company of two employees (pressers), members of Local No. 43, Stitchers' Union, of the Amalgamated Shoe Workers of America, and under the submission the Board is called upon to answer the following questions:

1. Did the firm of Gregory & Read Company, or its representative, violate Article 6 of the mayor's-board agreement?
2. Did the firm of Gregory & Read Company, or its representative, violate the rules and conditions in the stitching room between the local and the manufacturers?
3. Did these discharges, or either of them, result from those violations?
4. Did the Amalgamated Shoe Workers of America violate the contract with the Gregory & Read Company, a member of the Lynn Shoe Manufacturers' Association, by the conduct of their members involved in this particular case?
5. Shall the operators discharged be reinstated and take their work as called for and established in said Gregory & Read Company prior to this dispute; namely, do their own cementing, as the operators contend; or take the work cemented, as the manufacturers contend?
6. Shall the Gregory & Read Company reimburse the operators discharged for loss of employment due to their discharge; and if so, how much?

It appeared from the evidence submitted that these two pressers, together with others, were in the late summer and early fall of 1922 engaged in the work of pressing French-cord binding by hand, this work including cutting, cementing and pressing by hand, for which there was an established price. In October the company introduced the Peerless machine for pressing and later the French-cord work was taken away from the hand pressers and given to the machine operators. There was no question that due notice of this change was given by the company to the business agent.

Under date of September 19, 1922, through an agreement entered into by committees representing the manufacturers' association and the local acting for the pressers, a price was established for machine pressing on the Peerless machine. Late in the year 1922 a contention arose as to whether there was an established price for pressing French cord on the Peerless machine and this Board under date of January 2, 1923, rendered a decision in which it determined that there was no established price for this work.

Soon after the introduction of the Peerless machine the French-cord work was taken from the hand pressers and given to the machine pressers, resulting in the hand pressers having insufficient work to keep them steadily employed.

About July 11, 1923, by reason of the fact that the machine cementers were then producing more work than the machine pressers could care for, the superin-

tendent or foreman notified or requested the hand pressers to do this surplus pressing, the price being fixed by deducting from the price for hand pressing the machine price for cementing. This matter was also taken up with the steward, who was one of the pressers. Differences arose regarding this work and all the hand pressers, twelve or fourteen in number, at first declined to do the same. Finally, however, the hand pressers, except the two whose discharge is in question (one of whom was the steward) accepted and performed the work. As a result of the failure of these two pressers to do the work and, further, by reason of their alleged interference with the work of the other pressers, they were discharged on July 27.

It appeared that the question of the hand pressers' doing this work was taken before the executive board of Local No. 43 and the hand pressers were instructed not to perform the work. The determination of the issues presented calls for the consideration of the agreement existing between the parties and the working rules and conditions established thereunder and the following are the more important provisions thereof, which have been referred to by the parties. Article 6 of the so-called mayor's-board agreement, dated August 11, 1922, is as follows:

ARTICLE 6. The employer shall notify business agents of departments affected at once when putting in new work; namely, work of a kind not heretofore done or by process not heretofore used. The business agents of locals affected and secretaries of Lynn Shoe Manufacturers' Association shall at once endeavor to fix prices for such new work. Their inability to agree on any such price shall at the request of either party automatically cause the same to become a matter for adjustment and arbitration under the provisions of paragraph three of this agreement, without written notice, to be taken up at the next regular meeting of the board of adjustment. Pending adjustment or arbitration of any price for new work, the employer shall pay a price on account therefor. The difference between the price paid on account and the price agreed to, adjusted or arbitrated under this agreement, shall be paid or refunded as the case may be, dating from the time the new work was begun. The price paid on account shall not be used as evidence before the adjustment committee or the State Board of Conciliation and Arbitration and the acceptance of the same on account shall in no way be construed adversely to the employee. Pending the adjustment or settlement of any difference over new work, the work shall be done in any event.

The following are the rules and conditions referred to, being adopted May 28, 1923:

RULE 3. To insure an equal division of work, the "tag system" shall be used on all operations where there are two or more operators working.

(a) Each operator shall be entitled to a day's work before being passed. A day's work shall mean nine hours' work from time work is given out, not necessarily to be given out at any one time to any one operator.

RULE 4. An equal division of work shall be made during slack time. No operator to be passed.

RULE 8. If the operator has to wait for work one hour for any cause other than the breaking of any part of the machinery of the plant, one hour after said operator has reported to the one giving out the work or some one in authority, said operator shall go home and no more work shall be given out that day on that particular part or operation.

RULE 9. Courtesy and respect must be accorded to those in authority in this department and the employees must receive the same treatment.

The so-called Court House agreement, executed April 24, 1923, provided that the locals could have a steward in each department if they so desired.

The employees contend that the company violated Article 6 in not notifying the business agent of the change calling for the hand presser to do work which had been machine-cemented, which they contended was new work, and because the company fixed a price therefor without proceeding in the regular course as provided in this article; also that the company violated Rule 13 in attempting to compel the hand pressers to do work "other than their own," and that the discharge of the two pressers resulted therefrom. It is also contended that the company in not giving out the work as called for under Rules 3 and 4 violated what is known as the "tag system" and also violated the provisions of Rules 8 and 9.

The company contends that the employees violated the provisions of Article 6 in that they failed to carry out the last paragraph, under the requirements of which the "work shall be done in any event." The company further contends that there

was an established price for hand-pressing machine-cemented work, such a price being established in another factory under a price-bill signed by a former business agent, dated August 4, 1921, and also that, in calling upon the hand pressers to do this work, the pressers were not asked to do anything in violation of Rule 13, as it was not an "operation other than their own;" and the company also denies violation of any of the other rules.

The Board in reaching a determination of the issues presented has not found it necessary to decide whether the work of hand-pressing machine-cemented work was "new work" under the provisions of Article 6, or whether there was a price for this work established under the price-bill of August 4, 1921.

The Board answers the first question in the negative as it appears clear under the last provision of Article 6 that it was the duty of the pressers to do this work "in any event," and in this connection the Board calls attention to the fact that the parties themselves in adjusting the hundreds of items concerning which differences have arisen, including those involving prices, have, to some extent at least, accepted and adopted the steward as a means of receiving and giving notice thereof to the business agent; and while it is clear that the steward has no authority to fix prices, the Board certainly would not be justified under these circumstances in finding that the company violated the provisions of Article 6. Attention is also called to the fact that under the mayor's-board agreement no provision was made for recognition of a steward and it was only comparatively recently — that is, after the execution of the Court House agreement — that such recognition was agreed to.

The second question is also answered in the negative. The main contention of the employees is that the company in calling upon the hand pressers to do this work required them to do work on an operation "other than their own," which under this rule they can be required to do only if they "so desire," but the Board is unable to adopt so narrow a construction of this rule and to do so would, to some considerable extent at least, nullify the provisions of Article 6. The Board is, therefore, of the opinion that the work in question was not an "operation other than their own" within the meaning of this rule.

No evidence was presented which would justify a finding that the company violated the provisions of any of the other rules in contention.

The answer to the third question is also in the negative as the Board in answering the two previous questions has found that there were no violations on the part of the company.

The fourth question is answered in the affirmative. It would appear from the evidence that the two pressers were either influenced or controlled by vote of the executive board of Local No. 43, under which they were instructed not to do the work in question, and thereby violated the terms of the agreement, Article 6 providing that the work shall be done "in any event."

In answer to the fifth question the Board determines that neither of the two pressers shall be reinstated as the company was within its rights in discharging them.

In the light of the above determinations, the sixth question is answered in the negative.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 2, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (514)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$1.36 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for braiding quarter of one-strap shoe, pattern No. 145 x 12, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

RICE & HUTCHINS, INC. — MARLBOROUGH.

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and Goodyear stitchers.
(430)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Marlborough in the Curtis factory, for the work as there performed:

	Red- or Green-tag Grade.	Yellow- or Pink-tag Grade.
Goodyear stitching:		
Men's, ribbon stitch	\$0 30	\$0 285
Boys', ribbon stitch	26	26
Little gent's, ribbon stitch	23	23
Men's, white or rope stitch	30	285
Boys', white or rope stitch	26	26
Little gent's, white or rope stitch	23	23
Men's, fudge stitch	28	26
Boys', fudge stitch	24	24
Little gent's, fudge stitch	21	21

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and making-department employees. (431)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Marlborough in the Curtis factory, for the work as there performed:

Welting:		
Men's shoes:		Per 12 Pairs.
Pink- or yellow-tag grade, regular work		\$0 23
Red- or green-tag grade, regular work		24
Dry-foot welt		36
Boys' shoes; no change		19
Little gent's shoes		18
Samples		35
Beating welts; no change		03½
Laying soles		065
Nailing heelseats		04
Roughrounding:		
Stitched-aloft		1225
Channeled		1325
Little gent's, stitched-aloft		10
Little gent's, channeled		11
Leveling, automatic machine:		
Men's; no change		05½
Little gent's		05
Wheeling (first wheeling):		
Men's; no change		045
Little gent's		04
Trimming heelseats; no change		025
Heel-breasting:		
Regular work		04
Pedonnic heel		06
Heel-shaving, Ultima machine:		
Men's, regular heel		07
Boys', regular heel		0625
Men's or boys', rubber heel		08
Little gent's		055
Little gent's, half-rubber heel		065
Edgetrimming:		
Men's:		
Red- or green-tag grade		335
Yellow- or pink-tag grade		27
Boys':		
Red- or green-tag grade		245
Yellow- or pink-tag grade		23

Edgetrimming—Con.

Little gent's:	Per 12 Pairs.
Red- or green-tag grade	\$0 245
Yellow- or pink-tag grade	23
Square-toed lasts; no change, extra	0275
(Duke and Ski lasts not square-toed).	
Jointing:	
One side; no change	05
Two sides	065
Little gent's	045
First heel-scouring, two papers (No. 30, No. 90):	
Regular work	075
Rubber heel	075
Little gent's	075
Edgesetting:	
One setting	215
Two settings	32
Staining upper edge; no change, extra	02
Little gent's, two settings	25
Burnishing stitches, second wheeling:	
Men's; no change	04
Little gent's; no change	0225
Second heel-scouring or fining:	
Men's	0275
Little gent's	02
Burnishing heels (Expedite or new Boylston machine):	
Black, regular height or $\frac{1}{8}$ and $\frac{1}{4}$	07
Russet, regular height	07
Russet, $\frac{1}{8}$ and $\frac{1}{4}$; no change	07
Little gent's, black or russet	055

LEONARD & BARROWS — MIDDLEBOROUGH.

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturer of Middleborough, and lasters. (434)

The Board awards that the following prices shall be paid by Leonard & Barrows at Middleborough, for the work as there performed:

Operating No. 5 bed machine, men's shoes (Factory A):	Per 12 Pairs.
Black shoes	\$0 48
Cushion innersoles, extra	07
Leather boxes, extra	07
Pulling-over; no change	1808
Assembling:	
Regular work	16
Cushion innersoles, extra	035
Operating No. 5 bed machine, boys' shoes (Factory B):	
Black shoes	432
Leather boxes, extra	063

By agreement of the parties this decision shall take effect as of July 23, 1923.

RICE & HUTCHINS, INC. — MARLBOROUGH.

OCTOBER 4, 1923.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and vampers. (432)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Marlborough in the Curtis factory, for the work as there performed:

Vamping (single-needle machine):	Per 12 Pairs.
Bal. or button:	
Perforated or space	\$0 45
Style No. 142	46
Style No. 42	50
Style No. 299, perforated or spread	47
Regular circular vamp	34

Vamping (single-needle machine) — *Con.*

Per 12 Pairs.

Style No. 302	\$0 40
Style No. 310	40
Style No. 320	37
Style No. 272	35
Style No. 327	40
Style No. 330	35
Style No. 220, boys' shoes	34
Style No. 308, little gent's shoes	35
Blucher, two rows spread:	
Including brace	355
No brace	30
Arch support	34
Including brace, bellows tongue	44
Oxford, no brace	30
Little gent's, including brace	34

NATIONAL SHOE COMPANY — LYNN.

OCTOBER 9, 1923.

In the matter of the joint applications for arbitration of a controversy between the National Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (470, 471)

The Board awards that the following prices shall be paid by the National Shoe Company at Lynn, for the work as there performed:

Pump stitching:	Extra
Pattern No. 534, cross strap	Per 36 Pairs.
Pattern No. 535; Sally, two-button one-strap	\$0 36
	18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

OCTOBER 9, 1923.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company of Brockton and vamps. (460)

The Board awards that \$0.95 per 24 pairs shall be paid by Thompson Brothers Shoe Company at Brockton for vamping bluchers, pattern No. 436 (one-needle machine, two space rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 11, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (515)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Stitching long foxing, including points, pattern No. 45762:	Per 36 Pairs.
Single-needle machine	\$0 90
Two-needle machine	96

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DIAMOND SHOE COMPANY — BROCKTON.

OCTOBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and tack-pullers. (516)

The Board awards that \$0.11 per 24 pairs shall be paid by the Diamond Shoe Company at Brockton for tack-pulling by machine before welting, as the work is there performed.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

OCTOBER 25, 1923.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and tack-pullers. (517, 518)

The Board awards that \$0.11 per 24 pairs shall be paid by the W. L. Douglas Shoe Company at Brockton for tack-pulling by machine before welting, in Factories Nos. 1, 2 and 3, as the work is there performed.

COTTER SHOE COMPANY — LYNN.

OCTOBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company, member of the Lynn Shoe Manufacturers' Association, and vampsers. (521)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Cotter Shoe Company at Lynn, for the work as there performed:

Vamping, pattern No. 23215:	Per 36 Pairs.
Fronts	\$1 83
Backs	1 12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 25, 1923.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (522)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the character of the work in question and the conditions under which it is performed, the Board awards that \$2.25 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for pump stitching, pattern No. 12383, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. S. MARSHALL COMPANY — BROCKTON.

NOVEMBER 8, 1923.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and finishers. (506)

The Board awards that \$24 per week shall be paid by C. S. Marshall Company at Brockton for cleaning soles, as the work is there performed.

MacLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

NOVEMBER 8, 1923.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (473)

The Board awards, in the factory of MacLaughlin-Conway Shoe Company at Lynn, relative to vamping the Trixie one-strap pump, no extra for putting the quarter between the vamp and the lining or the vamp between the quarter and the lining except where a cut-out condition exists and said cut-outs are five-sixteenths of an inch or less from the vamp line and stitched down.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

LYNN SHOE MANUFACTURERS' ASSOCIATION, INC., MEMBERS — LYNN.

NOVEMBER 27, 1923.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and levelers. (523)

The Board awards that the following prices shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed:

Leveling imitation-turned shoes on double-roll machine:	Per 12 Pairs.
Regular work	\$0 10
Circular ball or moulded shanks; extra	07
Hammering from ball to ball, including toes and butts; extra	15

By agreement of the parties this decision shall take effect as of September 4, 1923.

REMOVAL OF VETERANS, ETC.

MARCH 2, 1923.

In the matter of the abolition of the position of a fireman and the positions of three helpers held by veterans employed by the Commonwealth under the Superintendent of Buildings at the State House.

This matter comes before the Board by reason of Section 26 of Chapter 31 of the General Laws, under the provisions of which these positions can be abolished only after a hearing and upon a written order by this Board.

After due notice, as required by law, hearings were held thereon at the office of the Board on February 8 and 13, 1923, at which the veterans were represented by counsel. At the hearings evidence was offered by the Superintendent of Buildings, the chief engineer, the Commissioner of Administration and Finance and by the veterans. From the evidence it appeared that the abolition of the positions in question arose by reason of the installation of an oil-burning system in the State House. It was admitted by all the parties at the hearings that by the installation of this system a smaller number of employees would be required.

It further appeared that the Superintendent of Buildings had given notice to eight employees that their positions would be abolished and their services no longer required after a date therein specified. These eight men were rated as follows: one oiler, three firemen and four helpers. Of these, one fireman, George W. Herman, and three helpers, Robert W. Armstrong, George D. Beauchemin and Richard H. Phillips, were veterans.

From the evidence it appeared that George W. Herman entered the employ of the Commonwealth under the Superintendent of Buildings as a helper on January 2, 1917; that on April 1 of the same year he was promoted to the position of fireman, which position he now holds, having a fireman's license only. Of the six firemen employed, it appeared that the positions of three became unnecessary. The three firemen who were retained each held an engineer's license and the Super-

intendent of Buildings testified that for his own protection and that of the plant he deemed it advisable to retain firemen who held engineers' licenses. From all the evidence the Board is of opinion that by reason of the installation of the oil-burning system the position of fireman held by George W. Herman is abolished after March 3, 1923, and so orders.

At the time of the hearings it appeared that there were seven employees rated as helpers, some of whom were engaged a part or a greater portion of their time in the boiler room, handling coal and ashes and doing other work, and others were engaged elsewhere in the State House. Of these, Richard H. Phillips entered the employ of the Commonwealth under the Superintendent of Buildings as a helper on May 4, 1920. From the evidence it appeared that his duties were chiefly confined to the boiler room, involving handling coal and ashes. From all the evidence the Board is of opinion that by reason of the installation of the oil-burning system the position of helper held by Richard H. Phillips is abolished after March 3, 1923, and so orders.

As to the other two helpers, it appeared that Robert W. Armstrong entered the employ of the Commonwealth under the Superintendent of Buildings as a helper under date of July 14, 1920, and with the exception of a week and a half he was engaged during the past year outside of the boiler room as a steamfitter's helper. From the testimony of the Superintendent of Buildings and of the chief engineer, the installation of an oil-burning system would not lessen such work as was performed during the past year by the said Armstrong, but would be more likely to increase it. The Board, upon all the evidence, is of opinion that the position held by Robert W. Armstrong is not abolished.

It further appeared that George D. Beauchemin, who is now rated as a helper, entered the service of the Commonwealth under the Superintendent of Buildings as an assistant electrician on March 22, 1921, and holds an electrician's license; that during the past year more than half of his time was occupied in doing work as an assistant electrician. The Superintendent of Buildings testified that during the coming year in his opinion the electrical work would in no wise be lessened. The Board upon all the evidence is of opinion that the position held by George D. Beauchemin is not abolished.

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The Commonwealth of Massachusetts.

DEPARTMENT OF LABOR AND INDUSTRIES;

of conciliation and arbitration

REPORT

OF THE

BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1924



OFFICIALS

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION
AND THE DIVISION OF MINIMUM WAGE)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

Office

Room 472, STATE HOUSE

BOARD OF CONCILIATION AND ARBITRATION.

EDWARD FISHER, *Chairman*, HERBERT P. WASGATT, SAMUEL ROSS.

At the first of the year there were pending 11 joint applications for arbitration. During the year 338 joint applications were filed, making a total of 349. Thirty-eight of the cases were settled, abandoned or withdrawn; 255 decisions were rendered and 56 are pending. A petition requesting the suspension of a veteran in the public service, for negligence in the performance of his duties, was also filed.

CONCILIATION.

During the year the members of the Board as well as its agent have been engaged in this branch of the service, and its agent has, as usual, responded to calls from various sections of the Commonwealth. The Board has investigated and acted as conciliator in 37 cases, a very large percentage of which has been adjusted. In all, about 319 employers and 13,000 employees were involved. In addition, the Board has been called upon again and again for advice, suggestions and rulings in regard to differences arising between employers and employees, and also to aid in the preparation and drafting of working agreements.

Among the numerous labor controversies which have engaged the services of the Board the following assumed a serious magnitude: the threatened strikes of teamsters and of milk drivers, of Boston and the vicinity; the strike of the employees of the Waltham Watch and Clock Company, and the adjustment of the shoe industry in Lynn.

A brief statement of these controversies follows:

Teamsters of Boston and the Vicinity. — The Team Owners' Association of Boston and the vicinity and Local No. 35 of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers had a working agreement which expired the first Monday in January, 1924. It became apparent as the time approached for the expiration of this agreement that serious differences had arisen relative to the working hours and wages and that unless some understanding could be reached a strike of these employees was imminent.

On Friday, January 4, in response to an invitation from the Board, a conference was held between the representatives of the team owners and of the employees. The team owners contended that their business had been very poor during the year and that they were unable to obtain any increase in rates to meet the increase demanded by the employees, but were prepared to renew the present agreement. The demands of the employees were for a very substantial increase in wages and a reduction in working hours, and while the statement of the team owners was not seriously questioned, nevertheless it appeared that, on account of the dissatisfaction among the employees with the present wages and working hours, unless some adjustment were made undoubtedly a strike vote would be passed at their meeting which was to be held on the following Sunday, and a strike would result. Realizing the seriousness of this situation and also that further time was necessary for even a cursory investigation, the Board addressed to the representative of the employees the following communication:

Mr. Joseph J. Hunt, Secretary-Treasurer,
Truck Drivers' Union,
Canal Street, Boston, Mass.

Dear Sir:

The Board of Conciliation and Arbitration views with apprehension the threatened strike of the members of your organization on Monday next. The Board, in addition to conferring with the representatives of both parties, has been seeking additional information from other sources which it deems to be of importance in the matter.

As the public is deeply interested and undoubtedly will be seriously affected by such a strike, the Board feels that it must appeal to your organization to delay action for the period of one week so that it may have further time to secure such additional information, and therefore respectfully requests that such postponement be granted.

Very truly yours,
EDWARD FISHER, *Chairman*.

At the meeting of the employees it was voted, in accordance with the request of the Board, to defer action for one week. The Board, after giving the matter such study as the time permitted, on January 10 invited a committee from the Boston Chamber of Commerce to confer with it to see if some way could be found whereby, if any increase

were granted, such increase could be met by the team owners' increasing their rates. After a long and thorough discussion this committee appointed a committee to confer with the representatives of the team owners at the office of the Board the next morning, and at this meeting it was further decided to invite the board of directors of the Team Owners' Association to a conference in the afternoon. At the joint conference in the afternoon the committee from the Chamber of Commerce recommended to the board of directors that their association offer an increase of \$2 per week to their employees. It was further agreed that this increased cost of doing business should be absorbed by an increase in the transportation rates, and the committee agreed to recommend to the business interests involved that they accept advances necessary to meet such additional cost. The board of directors consented to recommend to the members of their organization the acceptance of this proposition.

Later in the day a conference was held between representatives of the employees and the committee of the Chamber of Commerce, at which time the committee of the employees was informed of the recommendation made to the board of directors and their approval, subject to the acceptance by their members, whereby an increase of \$2 per week would be granted to the employees. At the request of the representatives of the employees it was further agreed that later an investigation would be made by a committee representing the Team Owners' Association, the Chamber of Commerce, the employees and the Board, relative to the working hours, which the employees contended were unduly long.

The representatives of the employees agreed to submit this offer to the employees at their meeting on Sunday if the members of the Team Owners' Association accepted the recommendations of their board of directors. In accordance with their agreement, after being notified of its acceptance by the members of the Team Owners' Association such offer was presented to the employees at their meeting on Sunday, together with a letter from the Board reviewing the situation and recommending acceptance.

At this meeting the offer was accepted and what threatened to be a serious strike was prevented.

Milk Drivers of Boston and the Vicinity. The Board was conversant with the fact that three of the large distributors of milk in Boston and the vicinity, the Whiting Milk Companies, Francis S. Cummings Company and Alden Brothers Company, were holding conferences with a committee of their employees, members of Milk Wagon Drivers and Creamery Workers' Local No. 380 of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, for the purpose of settling the terms of a new agreement. It was not apparent, however, until the afternoon of March 31 that the parties were unable to agree. The Board then extended an invitation to the counsel for these companies and the committee of the employees to enter a joint conference with the Board. At this conference, held late in the afternoon of March 31, it appeared that the present agreement expired at midnight and that a strike of these employees, about 900 in number, was likely to occur unless some adjustment were reached. It also appeared that the parties had been endeavoring for some time to reach a mutual understanding as to the provisions of a new agreement, under the terms of which the employees were to be paid upon a commission rather than a weekly basis, such change to be made as soon as practical. Such an agreement had been tentatively negotiated between the companies and the committee representing the employees, but the employees had by vote rejected it when presented to them for acceptance. The counsel for the companies stated emphatically that his clients were prepared to carry on their business and maintain deliveries of milk even if a strike were called; and that, the proposed new agreement having been rejected by the employees, he did not feel anything further could be done; and that his clients would not continue annually incurring a large expense in attempting to reach a renewal of an agreement with their employees. The Board, however, submitted to counsel for the companies the suggestion of giving the employees an opportunity to vote again upon the acceptance of this proposed agreement and further suggested that a provision be inserted whereby, if the parties themselves were unable at the expiration of this agreement to agree upon the terms of its renewal, the matter would be submitted to this Board for arbitration.

It was recognized that the time was very short in which to accomplish anything, nevertheless it was finally agreed that if the officials of the companies could be notified, a conference would be held by the Board at the office of their counsel early that evening. The meeting was held, the matter was thoroughly discussed and the suggestions of the Board were finally accepted. A joint conference was immediately held with the representatives of the employees. It was then agreed that the present agreement, which expired at midnight, should continue for a further period of twenty-four hours without any strike or lockout; that a meeting of the employees would be held the following evening and an opportunity would then be given for them to vote upon the acceptance of the new agreement. The employees' committee agreed to present this proposition to the meeting of the employees, which was then awaiting their attendance. The proposition

was presented and accepted and the meeting adjourned to the following evening. At the adjourned meeting the new agreement was accepted.

Later in the year differences arose while the commission system was being put into effect. There was a brief cessation of work by the employees of one company, but after a conference between representatives of the parties and the agent of the Board, the differences were adjusted and further provisions made for making the new system effective.

Waltham Watch and Clock Company. — On Monday, August 11, a strike of the employees in the assembling department of the Waltham Watch and Clock Company in Waltham occurred. Later, other employees quit work so that by the end of the week about 2,600 out of approximately 3,000 employees had left their employment. The immediate cause of the strike was a reduction in wages, averaging, as figured by the company, 9.4 per cent.

On Monday morning, before the strike occurred, employees in the assembling department sought through their foreman an interview with the manager in protest against this reduction, but were informed that they would have to act through a committee. A committee of fifteen was formed by the employees in this department, of which there were approximately 120. They were then further informed that the management would not confer with so large a committee but would confer with a small committee. The employees then left the factory.

At the time of the strike there were approximately 240 machinists employed, about 60 of whom belonged to the machinists' union, affiliated with the American Federation of Labor. These employees ceased working on Friday. The employees at once formed what was known as the Watchmakers' Protective Association.

Immediately upon learning of the strike the Board communicated with the parties, offering its good offices and endeavoring to assist in adjusting the differences. It appeared that under a reorganization of the company the present management took charge in February, 1923. In the spring of 1923, during a readjustment of the affairs of the company, a labor controversy arose and the company then granted an increase to its employees, varying in the different departments but averaging about 10 per cent. A system of shop-committee representation was also established, through which grievances and other complaints could be taken up with the company and adjusted, but apparently this was very little utilized.

In the summer of 1924 the company because of business conditions determined to put into effect a reduction in wages, which resulted in the strike on the part of the employees. The Board through its agent arranged conferences with the committee of the employees and representatives of the company. The representatives of the employees presented to the company their position relative to returning to work, as outlined in eight resolutions. The eighth, which was as follows, was not acceptable:

"We shall not return to work unless the wage scale for every person is the same as prior to August 11."

The company also presented to the employees a statement of its position regarding the resumption of employment. On September 12 the Board, after conferring with a committee of the employees and representatives of the company, held a joint conference at its office. The entire situation was gone over in detail, but although there were several issues upon which the parties came to a mutual understanding, they were unable to agree upon the basis on which the employees should return to work. The employees' committee contended they should return under the wage schedule in effect previous to the reduction and the company contended they should return at the new wage schedule. They were also unable to agree upon the method of readjusting the wages. The employees' committee was willing to submit the matter to a board of arbitration. The company's representatives declined to arbitrate, although they expressed a willingness to have an investigation and through mutual agreement determine what the wages should be, such wages to be retroactive to the date of returning to work.

The Board continued its efforts to settle the matter and through its agent kept in communication with the parties. As the strike continued with no apparent hope of immediate settlement, the Board on October 8 in the performance of its duties held a public hearing in the South Junior High School, Waltham, as a part of its investigation of the strike to determine "which of the parties thereto was mainly responsible or blameworthy for the existence or continuance of the same." Before opening the hearing the Board entered into a conference with the representatives of the parties but no progress toward an adjustment was made.

At the hearing the Board received evidence from many of the employees and from the manager of the company. Under date of October 9 the Board, pending a report placing the responsibility for the strike and its continuance, made the following recommendations to the parties:

Waltham Watch and Clock Company

and

Mr. Ernest Faulkner, President,
Employees' Protective Association,
Waltham, Mass.

Gentlemen:

Pending the report of the Board upon the investigation to determine which of the parties to the labor controversy between the Waltham Watch and Clock Company and its employees "is mainly responsible or blameworthy for the existence or continuance of the same," the Board in the performance of its duties submits the following for the consideration and determination of the parties:

From information now in possession of the Board, it appears:

1. That it is recognized by the parties to this controversy that the company is entitled to a reduction in its manufacturing expense through a readjustment of its labor costs.
2. That the parties are practically in accord as to the desirability of methods and means of establishing an organization of employees to consider and act with the company upon differences arising relative to wages, working conditions, etc.
3. That upon the resumption of work the matter of readjustment of wages would be taken up at once through the machinery of the organization above referred to.

The outstanding obstacle to the adjustment of this controversy then is the terms upon which the employees shall return to work.

We hereby recommend that the employees be returned to work under the following conditions:

1. That the employees be returned to work without discrimination.
2. That a 5 per cent. reduction be made operative immediately, to apply to all employees receiving more than \$18 per week, but that in no case shall this reduction apply to reduce an employee below \$18. In case of piece work the average weekly wage for full-time employment shall determine said wage.
3. That the organization of employees above referred to, together with the representatives of the company, shall immediately take up the matter of readjustments in the wage schedules, such readjustments to be made on the basis of an average reduction in wages of 8 per cent. and to continue until final readjustment is made under the provisions of the following article.
4. That this Board or some other agency, if preferable, start immediate investigation in competing centers as to wages and working conditions in similar business. The final wage situation shall be readjusted comparable to such information as may be found in said competing centers.

By the Board,

EDWARD FISHER, *Chairman.*

The Board received notice from the company that these recommendations were not acceptable. No reply was received from the employees and, therefore, the Board assumed they were also not acceptable to them. The Board, however, continued in its efforts, holding personal interviews and through its agent keeping in communication with the company and employees.

At the end of the year this strike was still unsettled, but the Board did not deem it advisable to make a report placing the responsibility therefor as the Board was still of the opinion that a settlement was possible.*

Lynn Shoe Adjustment. On Wednesday, November 21, 1923, the Board at the request of a committee from the Joint Council of the Amalgamated Shoe Workers of America, of Lynn, held a conference with them on the general situation as applied to the shoe-manufacturing industry in Lynn. It was agreed that the industry as a whole was in a very unsettled condition. Lynn had lost during the previous year through liquidation, failure or removal many of its important plants. It was recognized at the time of this conference that there were over a million square feet of manufacturing floor-space in Lynn unoccupied.

* On January 6, 1925, on the recommendation of the Board, the strike was called off by the committee of the employees, which action was ratified at a meeting of the employees held the following evening.

The Board was informed by this committee that a referendum vote was being taken by the various locals, nine in number, of the Amalgamated Shoe Workers of America, with a membership approximating 9,000, to see if the Joint Council should be empowered to appoint a committee to secure the assistance of the Board in making an investigation of the shoe industry in that city. At this meeting it was decided to take no action until the result of the referendum vote was known, and in the event of an affirmative vote, to hold another conference.

On Tuesday, November 27, a second conference was held, the Board having been informed in the meantime of the affirmative action on the referendum vote. At this conference the Board notified the committee that before it came to a decision as to what steps, if any, it would take, it deemed it advisable to confer with the shoe manufacturers in Lynn.

The Board at this time questioned the extent of the authority granted the committee under the referendum vote, the committee assuming that under its terms they had full authority to bind the various locals. This conference was adjourned with the understanding that the Board, after conferring with the employers, would again confer with the committee.

On Friday, November 30, the Board held a conference with representatives of the Lynn Shoe Manufacturers' Association and other manufacturers not members and presented to them the request made to the Board by the committee of the employees and discussed the general situation, including the question whether or not an investigation should be undertaken by the Board.

On December 3, the Board held an adjourned conference with the committee of the employees and at that time informed them that, in the opinion of the Board, the referendum vote did not give the committee the power desired, and submitted the following recommendation:

"The State Board of Conciliation and Arbitration, in accordance with the recent referendum of the locals of the city of Lynn, recommends as a first step in negotiations that the committee appointed by the Joint Council be given full power and authority to act in adjusting the entire Lynn shoe situation."

The Board gave the committee to understand that, if favorable action were taken, it would in all probability, as requested, undertake through investigation or otherwise to render what assistance it could towards re-establishing the shoe industry in Lynn.

On December 5, the Board had a further conference with representatives of the employers. It was then agreed that, in the event the locals granted to their committee the authority recommended by the Board, a committee representing both members of the Lynn Shoe Manufacturers' Association and those not members, if requested, would enter into a joint conference with a committee of the employees and the Board. On Saturday, December 6, the Board was informed that each of the various locals had voted in favor of granting such authority to its committee, and as a result an arrangement was made for a joint conference of the two committees at the office of the Board.

On December 10 this joint conference was held, lasting all day and into the evening, which resulted in the signing by the committee of the employees and the manufacturers present of an agreement providing that there should be no cessation of work, strikes or lockouts and including the following, among other provisions:

1. That the working period of five and one-half days shall continue in effect during the balance of the period as provided by the co-called Mayor's-Board agreement, to wit, until April 30, 1924.
2. That there shall be a reduction of 15 per cent in the now existing prices, to be effective as of December 11, 1923.
3. That the employer shall hire all help through the office of the union and that such help shall be furnished without question.
4. That the parties hereto shall immediately sign an application to arbitrate before the State Board the following issues:
 - (a) The working period: to wit, the number of days per week during which the employees shall be called upon to work and the hours of work during such period, the same to be effective on and after May 1, 1924.
 - (b) All existing prices.
 - (c) The retention of the permit system, so-called.
 - (d) The terms under which the employer has a right to hire and discharge employees.
 - (e) All shop rules and regulations.

Under the terms of this agreement the Board, through its advice, rulings and decisions and with the co-operation of the manufacturers and the employees; was able to

fix and establish prices covering many thousands of items, establishing working rules and conditions and secure a more stable and uniform production. This was accomplished without any serious labor controversy or cessation of work.

After many conferences the representatives of the manufacturers and of the employees with the assistance of the Board were able to reach an understanding upon the provisions of a new working agreement, which under its terms is to be in effect until April 30, 1925. This agreement has been signed by practically all the manufacturers who were parties to the Agreement of December 10, 1923.

The Board is of opinion that the employees have come to recognize and appreciate more fully than ever the troublesome problems and difficulties which the manufacturers have to meet, especially during such a depression in business as existed during this period; that the manufacturers appreciate more fully the needs and requirements of the employees, and that as a result more harmonious relations have existed between the employers and their employees and more earnest co-operation has been given than ever before.

ARBITRATION.

The Board during the year rendered decisions upon 255 applications, including 11 applications which were pending at the beginning of the year. In addition to these decisions, the Board has been called upon to make rulings concerning the application of decisions and to offer advice and suggestions relative to numerous other matters.

REMOVAL OF VETERANS.

The Board was called upon during the year to act under Section 26 of Chapter 31 of the General Laws, under the provisions of which no veteran holding office or employment in the public service of the Commonwealth shall be removed or suspended without his consent except after a full hearing before this Board, and then only upon a written order by the Board. A petition was filed with the Board by the Department of Correction of the Commonwealth, asking that a correction officer employed at the Massachusetts Reformatory be suspended for permitting a prisoner to escape. A hearing was given and after due consideration the Board issued a written order suspending such officer for a period of one month. An appeal was taken from this order to the District Court of Central Middlesex.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

Conciliation.

Industries Affected: Building Trades, Carpet, Clothing, Electrical Supplies, Granite, Milk, Oil Refining, Paper, Retail Stores, Shoes, Tailoring, Taxi, Teaming, Textile, Watch and Clock.

Principal Differences: Wages, Working Conditions, Discharge.

Arbitration.

Industry Affected.
Shoe Manufacturing.

Issues Arbitrated.
Wages.
Discharge.
Rules.

	1924			1925
	Appropriations	Expenditures	Unexpended Balance	Estimated Expenditures
Personal services	\$24,000 00	\$23,307 58	\$692 42	\$24,000 00
Expenses	7,000 00	5,177 50	1,822 50	7,000 00
Totals	\$31,000 00	\$28,485 08	\$2,514 92	\$31,000 00

PREFACE.

In order to avoid unnecessary printing and make the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards . . .

In cases where expert assistance is not used the decision is printed in full; the words at the end of each decision, "By the Board," etc., are omitted.

DECISIONS.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

DECEMBER 5, 1923.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and eyeletters. (526)

The Board awards that there shall be no change in the price paid by L. Q. White Shoe Company at Bridgewater for eyeletting on the gang machine, as the work is there performed; namely, \$0.0725 per 24 pairs.

DECEMBER 5, 1923.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and finishers. (527)

The Board awards that \$0.10 per 24 pairs shall be paid by L. Q. White Shoe Company at Bridgewater for scouring whole-rubber heels on one paper (one operation), as the work is there performed.

By agreement of the parties this decision shall take effect as of October 20, 1923.

HUCKINS & TEMPLE, INC. — MILFORD.

DECEMBER 13, 1923.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and cutters. (525)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

	Per Week
Cutting, by hand or machine	\$40 00
Sorting	40 00
Stock man	40 00
Lining cutting by hand:	
First operative	35 00
Second operative	31 00
Lining cutting by machine	35 00
Top cutting; no change.	
Marking vamps by machine; no change.	
Stamping and lining printing	20 00
Matchmarking by machine:	
First operative	16 00
Second operative	14 00
Assembling	16 00
Crimping and cripple cutting	24 00
Other employees on day work; no change.	

BRIDGEWATER WORKERS' CO-OPERATIVE ASSOCIATION — BRIDGEWATER

JANUARY 8, 1924.

In the matter of the joint application for arbitration of a controversy between the Bridgewater Workers' Co-operative Association, of Bridgewater, and employees. (3)

The Board awards that the following prices shall be paid by the Bridgewater Workers' Co-operative Association at Bridgewater, for the work as there performed upon shoes of the white-tag grade:

Stitching department:

	Per 24 Pair
Lining making:	
Regular circular oxford	\$0 245
Two-piece circular oxford, Trufit	319
Bal. or blucher	234
Tongue lining:	
Bal. or blucher	162
Men's or women's oxford	126
Women's high bal.	198
Stitching blucher tongues	14
Stitching outside backstays:	
Oxford, No. 1 new backstay; one-needle machine, one row	135
Bal., No. 2 backstay, two-needle machine	216
Blucher or circular bal., two-needle machine	243
Women's bal., one-needle machine	234
Clips	09

	Per 24 Pairs
Tip stitching:	
Union Special machine, two-needle machine; two rows or one row	\$0 13
Wing tip, pattern No. 100; two-needle machine, one row, perforated	50
Women's imitation tip; one-needle machine, one row, through vamp	08
Half wing tip, two-needle machine; two rows or one row	40
Quarter wing tip, two-needle machine, two rows or one row	36
Pink punch No. 3; two-needle machine, two rows	225
Undertrimming:	
One-strap button oxford	405
Men's bal. or blucher	468
Women's bal.	576
Men's or women's bal. or blucher oxford	27
Vamping:	
Men's Shoes:	
Blucher, pattern No. 419:	
Two-needle machine, two rows, no bar	765
One-needle machine, one row, with bar	765
Blucher, pattern No. 420:	
Two-needle machine, two rows, no bar	80
One-needle machine, one row, with bar	80
Regular long vamp, bal. or button; two-needle machine, two rows	1 166
Circular bal. or oxford:	
Pattern No. 336:	
Two-needle machine, two rows	90
Two-needle machine, one row	54
Patterns Nos. 111 and 336N; two-needle machine, two rows	1 01
Patterns Nos. 343 and 345; two-needle machine, two rows	1 10
Circular bal. or oxford, Patterns Nos. 343 and 345:	
Two-needle machine, one row	1 01
2-2-2	1 242
Third row, space	26
Bal., third row	30
Blucher, two-needle machine, with bar,	60
Women's shoes:	
Bal., long vamp; two-needle machine	865
Bal., long vamp; one-needle machine, two rows	1 039
Circular oxford, two-needle machine	54
Blucher or blucher oxford; one-needle machine, with bar	72
Third row, long vamp	30
Third row, circular bal. or oxford	20
Long vamp, four close rows	1 35
Long vamp, six close rows	1 90
Lasting department:	
Assembling:	
Tacking and trimming innersoles	135
Assembling by hand	415
Toe plates on Harvard, Swell, Alice; extra	02
Paper on heel on oxford	078
Pulling-over:	
Vulco box, plain toe	414
Slipping boxes	07
Punched tips, extra	08
Side-lasting:	
By machine:	4556
By hand	72
Operating No. 5 bed machine:	
Dull leather, no box	1 014
Dull leather with box	1 066
Russet leather with box	1 17
Patent leather with box	1 17
Russet or patent leather, no box	1 119
Black kid with box, Trufit	1 17
Colored kid:	
No box	1 066
With box	1 119
High toes, Trufit	1 278

		Per 24 Pairs
Making department:		
Innerseam-trimming by machine		\$0 105
Removing tacks and toe wires by hand		066
Butting welts		054
Beating welts		063
Toe-trimming:		
Pulling tacks, no re-setting		108
Rex toe-trimming		058
Sole-laying		126
Roughrounding		298
Heelseat-rounding or trimming		045
Goodyear stitching:		
Fudge stitch		63
White stitch		702
Heeling:		
Men's shoes, one operation		30
Bases		23
Rubber tops		31
Sorting heels		028
Cementing heels to bases		055
Heel-shaving, Ultima machine:		
Men's rubber heels		215
Women's rubber heels		25
Heel-slugging, men's		153
Heel-breasting; men's or women's		099
Breast-scouring, one paper:		
Men's		0432
Women's		063
Welting		594
Edgetrimming and jointing		909
Jointing by hand		171
Edgesetting, two settings		738
Scouring heels, three papers:		
Men's		26
Women's		35
Finishing department:		
Bottom-scouring		26
Expediting heels:		
Men's		189
Women's		234
Bleaching bottoms		06
Polishing bottoms		256
Treeing department:		
Oxfords, box calf, gun metal or velours; cleaned and one coat of filler		46
Tan leathers except kid; cleaned, washed and three coats of polish	1	188
High shoes, box calf, gun metal or velours; cleaned and one coat of filler		603
Black kid, brown kid or kangaroo; cleaned, ironed and one coat of dressing		855
Patent leather; cleaned, washed and vamps ironed	1	12

LYNN SHOE MANUFACTURERS' ASSOCIATION, INC., MEMBERS — LYNN.

JANUARY 18, 1924.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and McKay-sewers. (531)

The Board awards that the following price shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, for the work as there performed:

	Per 12 Pairs
McKay-sewing slippers, including heelseats.	\$0 13
Sewing heelseats; no extra.	

B. A. CORBIN & SON COMPANY — MARLBOROUGH

JANUARY 25, 1924.

In the matter of the joint application for arbitration of a controversy between B. A. Corbin & Son Company, shoe manufacturer of Marlborough, and cutters. (4)

The Board awards that the following prices shall be paid by B. A. Corbin & Son Company at Marlborough in the Diamond F and Diamond M factories, for the work as there performed:

	Per 100 Points
Class 1: Colored vici, P. & V. No. 104, Creese & Cook Tony red; cut in pairs	\$1 60
Class 2: Other colored calf, cut in pairs	1 45
Class 3: Black vici, black full grain calf, colored calf; cut in bulk	1 30
Class 4: Elk, boarded sides, black buffed calf, Nubuck	1 15
Class 5: Smooth sides, gun-metal sides, Scotch-grain sides, carbaretta, patent colt	1 10
Class 6: Patent sides	1 00
Classes 3, 4 and 5, when cut in pairs; extra per 24 pairs	10
Pricking holes, knife work; per 100 holes	05
Cutting by hand, 33½ per cent more than cutting by machine.	
Cutting leather linings with jobs; per 24 pairs	38
As to all other issues presented, including the point system, the Board awards no change.	

LYNN SHOE MANUFACTURERS' ASSOCIATION, INC., MEMBERS — LYNN.

JANUARY 30, 1924.

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and women employees in the packing department. (532)

The Board awards that the members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn, shall pay the following prices to women employees in the packing department, for the work as there performed:

Piece work; no change.

Week work; \$22.50 per week.

By agreement of the parties this decision shall take effect as of September 27, 1923.

CHARLES A. EATON COMPANY — BROCKTON.

FEBRUARY 5, 1924.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and skivers. (19)

The Board awards that the following prices shall be paid by Charles A. Eaton Company at Brockton, for the work as there performed:

SKIVING.

Tips:	Per 24 Pairs
Regular tips:	
Narrow scarf	\$0 02
Folded scarf	02½
Corded tips, wide scarf	04
Wing tips, narrow scarf:	
Pointed wing	08½
Long pointed wing, Nos. 1025 and 4017	08½
Square wing	046
No. 4029	09
No. 5501	09
Vamp toes:	
Regular ½-inch scarf	03
Long vamp toes	07
Vamp toes for wing tips	07
No. 5501, moccasin vamp and tongue; all around, plain	09
Vamp throats:	
Long vamps, bal., button or seamless oxford:	
Patterns Nos. 1000, 1001, 1004, 1060, 1062, 4052:	
Throat and heel seam, narrow scarf	05
Throat, narrow scarf	04
Throat, folded scarf	05½
Heel seam, narrow scarf	01¼
Patterns Nos. 1016, 1019, 1020, 1105:	
Throat and heel seam, narrow scarf	07
Throat, narrow scarf	06
Throat, folded scarf	07½
Heel seam, narrow scarf	01¼

	Per 24 Pairs
Pattern No. 3003:	
Blucher throat and heel seam, narrow scarf	\$0 06 $\frac{3}{4}$
Blucher throat, narrow scarf	05 $\frac{3}{4}$
Blucher throat, folded scarf	06
Heel seam, narrow scarf	01 $\frac{1}{4}$
Tongue lap and heel seam, narrow scarf	06 $\frac{3}{4}$
Pattern No. 4046, plug oxford:	
Throat and heel, narrow scarf	15
Pattern No. 4013:	
Front throat, narrow scarf	11
Front throat and heel seam, narrow scarf	12
Back throat, folded scarf	07
Heel seam, narrow scarf	01 $\frac{1}{4}$
Pattern No. 5504, tongue attached:	
Throat, folded scarf	06
Tongue, narrow scarf	06
Heel seam, narrow scarf	01 $\frac{1}{4}$
Pattern No. 1002:	
Throat and heel with stay attached, narrow scarf	20
Pattern No. 4046, front-stay oxford:	
Throat and heel, narrow scarf	28
Circular vamps:	
Patterns Nos. 1012, 1022, 1025, 1100, 1101, 1200, 4017, 1201, 4101, 4201, 4301, 4000, 4041, 4060, 4061, 4036, 4048, 4049, 4500, 4034:	
Vamp throat, narrow scarf	046
Vamp throat, folded scarf	056
Pattern No. 4103:	
Vamp throat complete, narrow scarf	09
Vamp throat complete, folded scarf	10
Golf-style circular vamps:	
Patterns Nos. 1015, 1018, 4011, 4010, 1038, 1039, 4038, 4039:	
Vamp throat, narrow scarf	058
Vamp throat, folded scarf	058
Extreme-throat circular vamps:	
Patterns Nos. 1102, 1152, 4102, 4152, 4042, 4043, 4044, 1042, 1043, 1044, 4050, 4035, 1035:	
Vamp throat, narrow scarf	06
Vamp throat, folded scarf	06
Short blucher vamps:	
Patterns Nos. 3005, 5002, 3012, 3011, 5011, 3007, 3014, 3001, 3060, 3061:	
Vamp throat, lap scarf	05
Square-heel blucher vamps:	
Patterns Nos. 3008, 5015; vamp throat, lap scarf	07
Pointed-throat blucher vamps:	
Patterns Nos. 3100, 5100, 5300, 5350; vamp throat, lap scarf	06
Blucher-oxford vamps, tongue attached:	
Patterns Nos. 5004, 5100, 5300, 5350, 5060	06 $\frac{1}{2}$
Wide-scarf skiving:	
Tops:	
Bal., or whole-quarter-bal. tops:	
Patterns Nos. 1102, 1010, 1016, 1018, 1035, 1038, 1022, 1036, 1042, 1061, 1201, 1051, 1043, 1039, 1034, 1028, 1025, 1017, 1009, 1004, 1105, 1062, 1060, 3012 blucher, 1000; front and top, folded scarf	09
Pattern No. 1040:	
Front and top of back, folded scarf	09
Front of front, folded scarf	05
Whole-quarter-blucher foxed and seamless-blucher tops: patterns	
Nos. 3005, 3100, 3061, 3014, 3008, 3001, 3007, 3003; top of top and front, folded scarf	09 $\frac{1}{2}$
Extra-height whole-quarter bluchers:	
Patterns Nos. 3060 and 3110; top of top and front, folded scarf	10 $\frac{1}{2}$
Pattern No. 3011; three-quarters around, folded scarf	14
Patterns Nos. 1044, 1016, 1035; across top, folded scarf	05
Button top, round corner; pattern No. 2000, across top	06 $\frac{1}{2}$
Button fly:	
Across top and front	04 $\frac{1}{2}$
Bottom tapered	01 $\frac{1}{2}$

Oxford tops:	Per 24 Pairs
Patterns Nos. 4032, 4017, 4004, 5061, 4103, 4102, 4100, 4000, 4048, 4200, 4039, 4034, 4008, 4061, 4060, 4049, 4042, 4038, 4036, 4011, 4010, 4300, 4300-A, 4201, 4062, 4051, 4000 "S", 5012 blucher oxford, 4052; top of quarter, folded scarf	80 08
Front-stay oxford tops:	
Patterns, Nos. 5015, 4035, 4063, 5350, 5350-A, 4350, 4045, 4050; top of top, folded scarf	05
Pattern No. 4042, with tail attached; top of top, folded scarf	09½
Pattern No. 4044; top of top, folded scarf	05
Blucher-oxford tops:	
Patterns Nos. 5504, 5002, 5004, 5014, 5060, 5100, 5500, 5501; top of top, folded scarf	08½
Pattern No. 5011; three-quarters around, folded scarf	13
Narrow-scarf skiving:	
Tops:	
Bal., or whole-quarter bal. tops:	
Patterns Nos. 1004, 1017, 1060, 1062, 1105, 1061, 1036, 1022, 1016; bottom of top, lap scarf, feather edge	06¾
Pattern No. 1040:	06
Bottom of back, lap scarf	06
Bottom of front, lap scarf	06¾
Back of front, narrow scarf	07½
Golf bal. tops:	
Patterns Nos. 1035, 1018, 1038-R, 1042, 1102, 1010; bottom of top, lap scarf, feather edge	08
Foxed bal. tops:	
Patterns Nos. 1009, 1201, 1039, 1034, 1028, 1025, 1043; bottom of top, lap scarf, feather edge	08½
Pattern No. 1051 bal.; bottom of top, lap scarf, feather edge	12½
Pattern No. 1044 bal.; upper and lower front and back seam	11
Pattern No. 1035 collar bal.; front and bottom of top, lap scarf, feather edge	11
Whole-quarter-blucher tops:	
Patterns Nos. 3014, 3061, 3100, 3005, 3110, 3060, 3012:	
Heel and vamp edge, narrow scarf	09
Vamp edge, narrow scarf	06½
Seamless-blucher tops:	
Patterns Nos. 3001, 3007; bottom of top	06¾
Pattern No. 1016; front and bottom of top, lap scarf	11
Button tops:	
Pattern No. 2000:	
Bottom of top, lap scarf, feather edge	06¾
Button-fly seam (four pieces to a pair), narrow scarf	05
Button-fly front (two pieces to a pair), narrow scarf	02½
Pattern No. 1000 bal. top (bind):	
Front, top and back seam, narrow scarf; bottom, lap scarf	15½
Circular-oxford tops:	
Patterns Nos. 4042, 4011, 4038, 4010, 4102, 4035, 4100, 4049, 4000, 4036, 4060, 4061, 4052; bottom of top, lap scarf	06¾
Golf-oxford tops:	
Patterns Nos. 4010, 4011; bottom of top, lap scarf	08
Foxed-oxford tops:	
Patterns Nos. 4017, 4039, 4201, 4034, 4062, 4200, 4032, 4008, 4000, 4048; bottom of top, lap scarf	10
Patterns Nos. 4051, 4300, 4300-A; bottom of top, lap scarf	14
Patterns Nos. 4063, 4350, 5350, 5350-A, 4035½; three-quarters around, lap scarf	17
Pattern No. 4050, panel; three-quarters around, lap scarf	12
Pattern No. 4045; three-quarters around, lap scarf	10½
Pattern No. 4004; bottom of top, lap scarf	06¾
Pattern No. 4103; bottom of top, lap scarf	10
Pattern No. 4042:	
Bottom of top, lap scarf	06¾
Backstay (tail)	03½

Pattern No. 4044:	Per 24 Pairs
Bottom of top, lap scarf	\$0 06 $\frac{3}{4}$
Vamp edge and front, narrow scarf	08
Blucher-oxford tops:	
Patterns Nos. 5100, 5060, 5014, 5004, 5002, 5012:	
Heel and vamp edge, narrow scarf	09
Vamp edge, narrow scarf	06 $\frac{1}{2}$
Patterns Nos. 5500, 5501, 5504, 3003, seamless blucher; 3008, whole-quarter blucher; bottom of top and vamp, lap	10
Pattern No. 5061:	
Vamp edge	06 $\frac{3}{4}$
Back of bottom, lap scarf	08
Pattern No. 5015; front of top, lap scarf	08
Heel or back seam, when done separately:	
Whole-quarter blucher or whole-quarter bal. tops	05 $\frac{1}{2}$
Patterns Nos. 1040, 3061, 3014, 3060, 3005, 3110, 3008, 1035, 1016, 3012, 1044, 1061, 3011, 1036, 1035, 1102, 1022, 1016, 1010, 1042, 1038, 1018, 3100.	
Bal., button, seamless blucher oxford, blucher-oxford tops	04 $\frac{1}{2}$
Patterns Nos. 3007, 3003, 3001, 1034, 1201, 1039, 1025, 1028, 2000, 1000, 1009, 1004, 1017, 1060, 1062, 1105, 1043, 1051, 4038, 4042, 4102, 4035, 4100, 4049, 4036, 4061, 4060, 4000, 4010, 4011, 5500, 5501, 4103, 5014, 5012, 5100, 5004, 5060, 5015, 5002.	
Seamless oxford and seamless blucher-oxford tops	03 $\frac{1}{2}$
Patterns Nos. 4004, 4032, 4045, 5504, 4052.	
Foxings	04 $\frac{1}{2}$
Patterns Nos. 4043, 4039, 4008, 4017, 4200, 5061, 4034, 4001, 4062, 4051, 4035 $\frac{1}{2}$, 4300, 1051, 4029, 1028, 4012, 1034, 1039, 1201, 1009, 4032, 1043, 1025, 3001, 3007, 4044, 4052.	
Foxing skiving:	
Patterns Nos. 3001, 3007:	
Top, vamp edge and back seam, narrow scarf	10 $\frac{1}{2}$
Top and vamp edge (no back seam), folded scarf	10 $\frac{1}{2}$
Patterns Nos. 4062, 4201, 4034, 4200, 4017, 4008, 4039, 4043:	
Top and back seam, narrow scarf	09
Extreme top, folded scarf	03 $\frac{1}{4}$
Bottom, lap scarf	03 $\frac{1}{4}$
Patterns Nos. 4035 $\frac{1}{2}$, 4051, 5061:	
Vamp edge, top and back seam, narrow scarf	11
Extreme top, folded scarf	03 $\frac{1}{4}$
Patterns Nos. 4300, 5300:	
Vamp edge, top and back seam, narrow scarf	10
Extreme top, folded scarf	03 $\frac{1}{4}$
Patterns Nos. 1043, 1039, 1201, 1034, 4012, 1028:	
Top and back seam, narrow scarf	08
Bottom, lap scarf	03 $\frac{1}{4}$
Patterns Nos. 1009, 4032, 1051, 4029; vamp edge, top and back seam, narrow scarf	10 $\frac{1}{2}$
Patterns Nos. 4000-S, 4044-S, 4048, 4300-A, 5300-A; sides of stay and V back seam complete, narrow scarf	12 $\frac{1}{2}$
Extreme top, folded scarf	02
Patterns Nos. 4041, 4500, 4052:	
Vamp edge, narrow scarf	05
Top of foxing, folded scarf	05
Pattern No. 4044:	
Top of foxing, folded scarf	05
Vamp edge and back seam, narrow scarf	09
Pattern No. 1025, fancy foxing:	
Narrow scarf, complete including backstay and heel seam	14
Lap scarf, complete	04 $\frac{3}{4}$
Front and lace stays:	
Wide-scarf skiving:	
Patterns Nos. 4035 $\frac{1}{2}$, 4064, 4050, 4041, 4044, 4063, 4350, 4013; front of stay, folded scarf	06 $\frac{1}{2}$
Collars:	
Patterns Nos. 4037, 1037, 4046; top and front, folded scarf	08
Patterns Nos. 5350, 5350-A, 5015; front of stay, folded scarf	07
Pattern No. 1044 collar; front of stay, folded scarf	08
Pattern No. 1035; front of stay, folded scarf	08

		Per 24 Pairs
Narrow-scarf skiving:		
Patterns Nos. 4350, 4035½:		
Bottom of stay, lap scarf		\$0 03¼
Back of stay, narrow scarf		05
Patterns Nos. 4063, 4064:		
Bottom of stay, lap scarf		06¾
Back of stay, lap scarf		10
Patterns Nos. 1037, 4037:		
Bottom of stay, lap scarf		08½
Heel seam		03½
Pattern No. 4044; front and back of stay, lap scarf		13
Pattern No. 5015; front and back of stay, narrow scarf		10
Pattern No. 1044 collar; bottom and back of stay, lap scarf		13
Pattern No. 4041:		
Bottom of stay, lap scarf		06¾
Back of stay, narrow scarf		05¾
Pattern No. 4013 (plug); bottom and back of stay, lap scarf		07½
Pattern No. 4046:		
Bottom of stay, lap scarf		10
Heel seam		04½
Pattern No. 4050:		
Bottom of stay, complete, lap scarf		12
Inside of stay, complete, narrow scarf		10
Patterns Nos. 1009, 4032:		
Top and front of collar, narrow scarf		07
Bottom of collar, lap scarf		07
Patterns Nos. 5350, 5350-A; bottom and back, narrow scarf		07
Pattern No. 1035:		
Back of stay, narrow scarf		05½
Bottom of stay, lap scarf		03¼
Aprons:		
Patterns Nos. 4500, 1022, 1016, 1022 bal., 4000 Frank, 4000 No. 1 Frank, 4000 No. 1, 4000 No. 2, 4048, 4000 No. 2 panel:		
Narrow scarf, complete		18
Patterns Nos. 4000 Boyden, 1022 bal. Boyden, 1016 bal.:		
Narrow scarf, complete		21
Pattern No. 4049; narrow scarf, complete		22
Pattern No. 4000, oxford, panel for apron; lap scarf, all around		07
Pattern No. 4049, strap: narrow scarf, complete		38
Backstays:		
Patterns Nos. 14, 20:		
Across top, folded scarf		02½
Sides, narrow scarf		06½
Pattern No. 8:		
Sides and top, folded scarf		06¼
Bottom, lap scarf		02
Pattern No. 16:		
Sides, folded scarf		06
Sides and top, narrow scarf		05½
Bottom, lap scarf		02
Pattern No. 7:		
Sides and top, narrow scarf		05½
Sides, folded scarf		06
Bottom, lap scarf		02
Pattern No. 19:		
Side and top, folded scarf		06
Side and top, narrow scarf		04½
Pattern No. 9:		
Sides, narrow scarf		04
Top, folded scarf		02
Pattern No. 3060:		
Sides, narrow scarf,		05½
Top, folded scarf		02
Tongues:		
Pluma machine:		
Bal., No. 1000 bal., blucher-oxford or oxford tongues; across bottom		01¾
No. 3601, blucher tongue; across bottom		02

		Per 24 Pairs
Amazeen machine:		
No. 3061 and blucher oxford; across bottom		\$0 02½
Bal. and No. 1000 bal.; all around except bottom		04½
No. 3061 blucher tongue; all around except bottom		04½
Bal. and No. 1000 bal. and oxford; across bottom		02
No. 5501; all around, narrow		07
No. 3060:		
All around except bottom		07
Around bottom		03½
Facing, toe end		03
Facing, all around except toe end		09
Leather linings:		
Patterns Nos. 4100 and 4061, oxfords:		
Top and toe end, wide scarf		07
Vamp lap and heel, narrow scarf		07
Pattern No. 4000, oxford:		
Top, wide scarf		06
Vamp top and heel, narrow scarf		07
Patterns Nos. 4033 and 4037, oxford:		
Top and heel seam, narrow scarf		08
Vamp lap, lap scarf		04¾
Pattern No. 1037, bal.:		
Top, front and heel, narrow scarf		10
Vamp edge		04¾
Pattern No. 1000, bal.:		
Top and front, wide scarf		07
Heel seam, narrow scarf		04
Toe, lap scarf		04
Pattern No. 3014, whole-quarter blucher:		
Top, front and vamp top, wide scarf		11
Heel seam, narrow scarf		04
Vamp toe throat		04
Pluma machine:		
Bal. facings, toe end		03
Blucher facings, hook end		03½

Extras:
 Kaffer kid; no extra.
 Cloth with back; 1½ price.
 Patent leather; 1½ price.
 Cordovan and Scotch grain; 1½ price.
 Genuine buck, ooze and gray Nubuck; 1½ price.
 Other leathers; no extra.
 Burnishing scarf; 1½ price.
 Samples; 1½ price.
 One-, two- or three-pair lots; 1½ price.

Cripples (not skiving cripples) and patterns on which no piece price has been made, to be skived by the day until the piece price is established.

The Board recommends that no more help be employed than is necessary properly to perform the work; and that work be equally divided as nearly as possible, checked and delivered to the operator.

SHOE MANUFACTURERS — LYNN.

FEBRUARY 20, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company,

Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the packing department. (24, 25).

The Board awards that the following prices shall be paid by the above-named employers at Lynn, to women employees in the packing department, for the work as there performed:

Apprenticeship period:	Per Week
First three months	\$15 00
Second three months	18 00
Thereafter	22 50

The Board also awards that there shall be no change in the existing piece prices except as follows:

MERRILL, PORTER & Co., DICKINSON SHOE COMPANY, JAMES W. HITCHINGS Co., Inc.		Per 36 Pairs
Lining-in, pulling filler and sizing-out		\$0 245
Lacing and cutting strings		195
Buttoning:		
Boots, 12 buttons		125
Boots, 13 buttons or more		1625
Straps and oxfords		095
G. W. HERRICK SHOE COMPANY		
Lining-in full sock lining		1625
Pulling filler		055
Lacing:		
Oxfords		1075
Boots		125
Packing, including stamping boxes		135
A. FISHER & SON		
Lining-in:		
Comfort shoes		1625
Dress shoes		195
Fleece-lined		225
Lacing:		
Bluchers		1625
Other shoes		1075
Dressing, two coats (on bench):		
Low-cuts, bals. and slippers:		
Black bottoms		175
Brushed bottoms		195
High-cuts		385
Packing:		
Low shoes, slippers, oxford, bals.		135
High-cuts		18
Congress		1625

SHOE MANUFACTURERS — LYNN.

FEBRUARY 20, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

	Per 36 Pairs		
	Women's	Misses'	Children's
	\$0 24	\$0 2175	\$0 185
Trimming inseams:			
By hand	0225	0225	0225
By hand, celluloid box; extra	21	18	16
By machine	09	075	0625
Turning channels	09		
Skiving shanks	09		
Trimming uppers:			
By machine	11	095	0825
By hand	165	135	1175
Covered shoes; extra	06	06	06
Sole-laying	20	1675	1675
Sole-laying on combination lots where soles are laid to size and width; extra	07		
Sole-laying, 12 pairs or under; 1½ price.			
Filling bottoms	12	1075	095
Filling bottoms, shank and forepart	19	17	1525
Putting up work	11	10	10
Getting upper and inner	015		
Throwing away lasts	0375		
Skiving shanks by hand	21		
Skiving shanks all around	30		
Tying up shoes after re-laster	06	05	05
Pulling bottom tacks:			
By machine	1075	09	09
By hand	15	1325	1325
Getting and wetting soles	03	03	03
Cementing by machine, welts:			
Soles	04	04	04
Shoes	06	05	05
Cementing by hand:			
Soles	07		
Shoes	07		
Cementing and sizing-out, McKay	0825	0825	0825
Breaking down:			
All around	165	1425	1225
Shanks	09	0775	0675
Rubbing stitches	09		
Stapling	09	09	
Stapling around toe; extra	02	02	
First last-pulling, including cutting strings	1475	1225	1225
Extras:			
One-buckle	045		
Two-buckle	105		
Three-buckle	165		
Second last-pulling	08	07	06
Fudge wheeling	11	09	08
Tacking heelseats	04	04	04
Chopping heelseats	0625	0625	0625
Trimming heelseats	08	07	
Putting in wires, Gotham	07		
Wetting shoes	06		
Making circular ball on channel wheel	18		
Re-lasting	18	15	15
Re-lasting, first last	21		
Side-tack pulling:			
By machine	17	14	11
By hand	20	165	14
When staples are used	20		
By hand, resetting four tacks	24		
By hand, pulling four tacks, covered shoes; extra	03		
Laying and cementing	16	14	12
Laying channels	0925	0825	07
Cementing channels	0675	0575	05
Tacking butt and cutting	135	135	135
Tacking	045	045	045
Butting and cutting	09	09	09
Butting welts and tacking by machine	08		

	Per 36 Pairs		
	Women's	Misses'	Children's Infants'
Beating welts	\$0 12	\$0 1025	\$0 09
Samples; 1½ price.			
Tarring shanks	07		
Tacking shanks	10		
Reducing shanks by machine	09		
Per hour, \$0.60.			

W. L. DOUGLAS SHOE COMPANY, CHARLES A. EATON COMPANY — BROCKTON.

FEBRUARY 21, 1924.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company and Charles A. Eaton Company, shoe manufacturers of Brockton, and welt-butters. (8, 9)

The Board awards that \$0.04½ per 24 pairs shall be paid by the above-named employers at Brockton for welt-butting and tacking by machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. J. BATES COMPANY — WEBSTER.

FEBRUARY 26, 1924.

In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and cutters. (18)

The Board awards that there shall be no change in the prices paid by A. J. Bates Company at Webster to whole-shoe cutters and apprentices for the work as there performed.

SHOE MANUFACTURERS — LYNN.

FEBRUARY 29, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (47-49)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except J. J. Grover's Sons Company and A. E. Little Company), for the work as there performed:

Skiving:	Per 36 Pairs
Polish oxford fronts, separate	\$0 09
Polish oxford tops, separate	09
Oxford top and front together, including round corner (flat price)	16½
Button or Polish tops, separate	09
Polish fronts, separate	12
Button or Polish tops and fronts together	18
Button-fly, including round turn at the bottom	09
Button-fly, including round turn at the bottom and round corner at the top	10½
Three-quarters vamps, including foxing (all throats)	16½
Circular vamps (all throats)	10½
Circular foxings	09
Brogue vamps (all throats)	12
Straight or finger-foxed tops	09
End of straight foxing (alone)	06
Straight foxed top and end, done together	12
Brogue foxings, including round corners	12

	Per 36 Pairs
Straight foxed vamp line	\$0 09
Seamless pump or vamp (all throats)	15
Vamp lines on circular oxford or boot	12
Straight tips	06
Backstays:	
Four-inch	09
Six-inch	12
Eight-inch	15
Top of backstay, straight top	03
Bottom of backstay, straight	03
Blucher Polish, front including round nose	15
Blucher Polish front and top together, including round nose	21
Blucher oxford, front including round nose, separate	12
Blucher oxford, top and front together, including round nose	19½
Beveling bottom of Polish boot quarter, including round turn	13½
Wing tip, including points	13½
Wing tip, square	12
Short wing tip, including points	10½
Shield tip, including points	09
Polish side stays	13½
Polish side stays, including round corner	16½
Oxford side stays, front	09
Oxford side stays, front top, including round corner	12
One-, two- or three-eyelet-tie tops	15
Bottom of Polish or oxford tongues	03
One-strap quarters:	
With straight line on front of strap	27
With curved line on front of strap	30
From heel seam to end of strap	15
Two-strap quarters:	
From heel seam to end of strap on back, front of strap the same as a one-strap straight front	27
As above with curved front	30
All around each strap from heel seam to vamp line	72
Three-strap quarters; all around each strap from heel seam to vamp line	1 08
Hook foxings	12
Top end of hook foxing, alone	06
Hook foxing and top end together	15
Vamp throats	075
Vamp toes, straight	06
Wing vamp toes, brogue form	12
Wing vamp toes, circular formation	09
Regular ball strap, both sides, three inches or under, side measurement	13½
Long ball strap over three inches, side measurement	16½
Front of a circular overlap	15
One-strap collar:	
Straight front	36
Curved front	405
Including throat	45
One-strap quarter, including throat	42
Oxford collar, top and front:	
One side	22
Two sides	44
Curved side of a saddle or curved front of a split quarter	12
Short vamp sides	09
Extras (except where included in price):	
Points, two to a pair	03
(A point is considered to be the same as in diagram No. 86, either a combination of a curve and a point or the inside of a right-angled turn. Square corners are not considered points)	
High-cuts	03
Waved or dome tops	03
Backed up to the edge; cloth, leather, satin or canvas:	
Toes	01
Tips	01
Polish fronts	02
Polish tops	02
Polish tops and fronts together	03

Backed up to the edge; cloth, leather, satin or canvas, extra (continued) : Per 36 Pairs

Oxford tops	\$0 02
Oxford fronts	02
Oxford tops and fronts together	03
Vamp linings	02
Cylinder, three-quarter circular vamps or pumps	02
Button-fly, top and front	02
Buckstays	02
Four-piece foxings	02
One strap	02
Two straps	03
Three straps	04
Four straps	05

Narrow conditions on skiving apply the same as designs Nos. 54, 55, 56, 58, 77.

Blucher saddle front, toe and front including round corners	15
Scalloped Colonial tongue, all around	21
Scalloped Colonial tongue; bottom, curved bottom	06
Bottom of throat collar with tongue attached	14
Scalloped Colonial tongue, top	24
Scalloped Colonial tongue, curved bottom	06
Scalloped Colonial tongue	21
Scalloped Colonial tongue, straight bottom	03
Bottom of flange, blucher tongue	09
Circular vamp collar:	
Inside	14
Outside	20
Brogue vamp collar:	
Inside	16
Outside	20
Pointed circular vamp	16½
Sally vamp	36
Two long and two short straps, all around including corners (round)	30
Sides of straps, four to a pair	18
Straps, four to a pair, all around including round ends and narrow conditions of pumps	44
Side of cut-out straps, including narrow condition	24
Straps, four to a pair, all around including points	36
Hook brogue foxing line on one-strap collar, including narrow condition	20
Anklet quarters, all around	45
Anchor side stays:	
Top and front	12
Curved bottom	09
Oxford side stays, top and front	12
Beveling back and bottom	12
Outside of throat collar, including narrow condition	14
Sides of straps, two long and two short straps	24
Scalloped tongue	21
One-point Colonial tongue	18
Curved bottom, extra	06
Throat of throat collar	10

Staying:

Short seams in plain oxfords, pumps, vamp heels or sides	11
Pump heels or vamp heels over the arm, flat bed machine	14
Back seam in foxed quarters, six-inch	12
Back seam in whole quarters, six-inch	13½
Button-flies, six-inch	12
High-cuts, per seam; extra	01½
Cutting back, two seams to a pair, on all pressed work where required	03
Holding open cloth, seams not rubbed	06
Staying on machine where bobbin is used, per two seams to a pair; extra	03
Rubber-backed or rubber-taped work where backing or tape is stayed in seam; extra	03
Short seams in collars one-half inch or under, two seams to a pair; extra	03
Tying up each bunch, narrow collars	06
Oiling patent leather, if required; extra	03
Trimming plain vamps and foxings, making V-shaped end where two cuts are required, two seams to a pair	03

Tip stitching:

Per 36 Pairs

Straight tip, held on, one operation, including rights and lefts:	
Union Special machine	\$0 21
Bobbin machine	24
Imitation straight tip, space work:	
Union Special machine, one operation	16½
Bobbin machine	19½
Extra for medallion on tip stitching	04½
Matchmarking, extra	06
Using tape on imitation tips, extra	06
Pinked-edge work; one-third of first-row price, extra.	
Extra for each needle over two needles	03
Centering vamps, extra	06
Counting and marking by Eureka marker:	
Boot or oxford quarters, foxings four pieces to a pair	03
Vamp foxing or tips, two pieces to a pair	02
Stitching tongue linings, round corners:	
Oxfords, held on	15
Polish or blucher, held on:	
Six-inch boot	18
Seven-inch to eight-inch boot	21
Nine-inch to ten-inch boot	25
Oxfords, cemented on	12
Polish or blucher, cemented on:	
Six-inch boot	15
Seven-inch to eight-inch boot	18
Nine-inch to ten-inch boot	21
Stitching leather tongue linings on oxfords with knife	24
Stitching leather tongue linings on oxfords with knife, including trimming perforated tops	42
Extras:	
Straight tops, two stops on corners, extra over round	03
Matchmarking, extra	03
Extra for felt lining	03
Stitching tape tongue linings:	
Stitching tongue linings (two-needle machine) with tape, including cutting back on top and bottom, including cutting up:	
Oxfords	12
Six-inch boots	12
Seven-inch to eight-inch boots	13½
Nine-inch to ten-inch boots	15
Stitching tongue linings (single-needle machine), tape, including cutting tape, turning under top, stitching across top and down other side:	
Oxfords	19½
Regular boots	25½
High-cut	28½
Extra high-cut	31½
Stitching in blucher tongues:	
Stitching in blucher tongues, boots or oxfords; holding tongue, no lining	21
When lining is cemented on sides	24
Holding on lining and tongue, both	30

In the factories of J. J. Grover's Sons Company and A. E. Little Company the Board awards that the same percentage of differential in price as now exists shall be continued.

SHOE MANUFACTURERS — LYNN

MARCH 6, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Colter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe

Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the cutting department. (26)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except A. E. Little Company, J. J. Grover's Sons Company, Sargent Shoe Company, Watson Shoe Company and Williams, Clark & Co.), for the work as there performed:

Cutting outsides (base price on black calf, black side leather and black patent leather):		Per 36 Pairs
Women's seamless pump, plain toe included	\$1 44	
Women's seamless Mary Jane, plain toe and strap included	1 98	
Women's three-quarter Mary Jane, plain toe and strap included	2 22	
Women's whole-quarter lace oxford:		
Vamp	\$1 11	
Quarter	69	1 80
Women's button oxford:		
Vamp	1 11	
Quarter including right and left button-fly	87	1 98
Women's foxed oxford:		
Vamp	1 29	
Foxing, two to a pair	27	
Top	42	1 98
Women's circular-foxed oxford:		
Vamp	1 11	
Foxing, four to a pair	45	
Top	66	2 22
Women's whole-quarter Polish boot:		
Vamp	1 11	
Quarter	1 05	2 16
Women's whole-quarter button boot:		
Vamp	1 11	
Quarter including right and left button-fly	1 29	2 40
Women's three-quarter-foxed boot:		
Vamp	1 29	
Foxing, two to a pair	27	
Top	75	2 31
Women's circular-foxed boot:		
Vamp	1 11	
Foxing	45	
Top	75	2 31
Seamless vamp (cut alone)		1 44
Hook foxing, four to a pair		69
Finger foxing, four to a pair		69
Extras over base price:		
Diamond tip (as per pattern agreed upon)		36
Straight tip (as per pattern agreed upon)		27
Shield tip (as per pattern agreed upon)		54
Shield tip, reverse		54
Half-wing tip		90
Full-wing tip		1 08
Backstays:		
Oxford		18
Regular		18
$\frac{1}{16}$ -inch or under in width		27
Tongues:		
Oxford		18
Blucher with forked bottom, no flange		27
Boot up to 6"		27
Boot up to 8"		36
Boot up to 9"		45
Boot up to 10"		54

		Per 36 Pairs.
High-cut boots:		
Polish up to 6", government measure; base price.		
Polish from 6" to 8"		\$0 27
Polish from 8" to 9"		45
Polish from 9" to 10"		63
Button up to 6", government measure; base price.		
Button from 6" to 8"		36
Button from 8" to 9"		54
Button from 9" to 10"		72
Plain toe (not covered by tip)		09
Blucher formation		18
Right and left quarter patterns		09
Heel covers		36
Kid kangaroo, sheep, goat or cabaretta leather		54
Ooze cabaretta leather		18
Ooze calf		36
Patent kid		18
Nubuck, white		36
Buck (genuine)		72
Colored leathers, other than kid		18
Colored kid:		
Oxford		27
Boot		36
Fabrics:		
Cut two-thick; 75% of base price.		
Cut four-thick; 70% of base price.		
Paper extension on patterns, whole-toe vamp		27
Paper extension on patterns, quarter		54
Piercing holes; per hole		00 $\frac{1}{16}$
Slots; per slot		00 $\frac{1}{2}$
Notches; per notch (curved or V-shaped)		00 $\frac{3}{4}$
Matchmarking; per piece		00 $\frac{3}{4}$
Misses' shoes (11 $\frac{1}{2}$ to 2); less than women's		09
Children's shoes (8 $\frac{1}{2}$ to 11); less than women's		18
Infants' shoes (5 $\frac{1}{2}$ to 8); less than women's		27
Baby shoes (2 to 5); less than women's		36
All other piece prices; 12 $\frac{1}{2}$ % reduction.		
Combination tags or small lots, 18 pairs or under; per width per pair, \$0.01 extra.		
Samples:		
6 pairs or under; double price.		
More than 6 pairs; 1 $\frac{1}{2}$ price.		
Leather colors, extra; to be split where two kinds of leathers are used on any particular shoe.		
Outside fabric materials; to be cut by cutters selected by the foreman only.		
Machine cutting; 30% less than for cutting by hand.		
Broken stock; this matter is to be taken up between the employer and the employees and, upon failure to agree, is to be arbitrated under the terms of existing agreements.		
Hour work; \$0.95 per hour, except on sample cutting, which may be done by the hour at the option of the employer, by cutters selected by the employer; and if so done shall be paid for at the rate of \$1.08 per hour.		
In the factories of A. E. Little Company, J. J. Grover's Sons Company, Sargent Shoe Company, Watson Shoe Company and Williams, Clark & Co. the Board awards that the same percentage of differential in price as now exists shall be continued.		
In the factory of A. E. Little Company the hour price shall be \$1.08.		

SHOE MANUFACTURERS — LYNN.

MARCH 6, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard

Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department.
(63, 64)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except J. J. Grover's Sons Company and A. E. Little Company), for the work as there performed:

Eyeletting:	Per 12 Pairs
Women's regular work, up to and including 14 eyelets	\$0 05
High-cut, up to and including 17 eyelets	06
Extra high-cut, up to and including 21 eyelets	07
Oxford	04
Misses', up to and including 14 eyelets	05
Misses', over 14 eyelets	06
Children's	045
Infants'	04
Little gent's	045
Hooking	04
Spacing	02
Spreading	02
Single and blind eyeletting, per dozen extra	015
Plug oxfords or oxfords after being vamped, single	14
Theo ties after being pump-stitched	06
Eyelets, 1-, 2- or 3-eyelet ties; same as oxford.	
Plug oxford, Duplex machine, after being pump-stitched	06
Straight collars on Polish boots; extra	02
Marking top and bottom; extra	015
Marking top alone; no extra.	
Marking bottom alone; no extra.	
Toe closing:	Per 36 Pairs
Button or Polish boot or oxford	\$0 15
Polish boot or oxford, including holding tongue	21
Blucher done the same as Polish boot or oxford	21
On Polish or blucher tongues, when tongues are lined and the lining extends down over the toe lining and toe closers have to fit in the tongue lining; same price as held-in tongue.	
Sorting, counting and packing	075
Making covers:	
Back seam in quarters, fly seams, back or front seams in oxford covers; per two seams per pair	09
Circular vamp seam	15
Cylinder vamp seam	27
Boot tops if put on	13
Making covers on bobbin machine; extra per two seams per pair	03
High-cut; extra per two seams per pair	015
Vamping (square throats eliminated):	
Circular vamp, boot or oxford:	
One row single, two rows close; base price	81
Two rows space	87
Two rows single	1 215
Three-quarter-foxed or seamless vamp:	
One row single, two rows close; base price	1 20
Two rows space	1 29
Two rows single	1 80
Circular blucher vamp, boot or oxford:	
One row single, two rows close; base price	99
Two rows space	1 05
Two rows single	1 485
Brogue vamp, boot or oxford:	
One row single, two rows close; base price	96
Two rows space	1 02
Two rows single	1 44
Circular overlap vamping:	
One row single, two rows close; base price	1 00
Two rows space	1 06
Two rows single	1 50

Side-seam pumps, curved side:	Per 36 Pairs
One row single, two rows close; base price	72
Two rows space	78
Two rows single	1 08
Side-seam pumps, straight overlap:	
One row single, two rows close; base price	81
Two rows space	87
Two rows single	1 20
Eyelet ties without buckram tongue:	
One row single, two rows close; base price	99
Two rows space	1 05
Two rows single	1 485
Eyelet ties with buckram tongue:	
One row single, two rows close; base price	1 13
Two rows space	1 19
Two rows single	1 695
Extras:	
Holding stays	06
Centering	06
Half bar	12
Full bar	24
Holding tongue	06
Matchmarking	06
Points, two to a pair	09
Rights and lefts, where quarters are rights and lefts and vamps are rights and lefts; no extra.	
Over top-stitched tongue	36
Holding back lining	18
Pulling apart cemented linings, side	09
All the way across the front	18
Narrow condition, when cut-outs are $\frac{5}{16}$ -inch from the edge and stitched down	27
Spacing by the eye or stitching second row, with or without perforation; half price of first row.	

In the factories of J. J. Grover's Sons Company and A. E. Little Company the Board awards that the same percentage of differential in price as now exists shall be continued; and in the factory of the Watson Shoe Company the Board awards that the same percentage of differential in price as now exists for vamping shall be continued.

SHOE MANUFACTURERS — LYNN.

MARCH 6, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the finishing department. (42, 43)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except A. Fisher & Son, Dickinson Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., and Merrill, Porter & Co.), for the work as there performed:

Finishing welts and McKays:

Buffing:

Heel foreparts when shoes are naumkeaged:

	Per 12 Pairs
McKay	\$0 10
Welt	11
On attachment when shoes are naumkeaged afterward	125
On attachment when shoes are not naumkeaged:	
McKay	15
Welt	165
Tops separate	04
Rubber soles detached	08
Leather soles detached	08
Shanks on shoes for wood heel	06
Shanks on soles for wood heel	04
Hand-buffing velvet bottoms	09
Naumkeag cleaning:	
Including shanking-out	08
Shanked-out on buffing machine	06
Circular ball; extra	02
Lining-up skived feather-edge shanks on naumkeag machine, on imitation turn McKay	05
Beaded edge in shank; extra	04
Using small pad after No. 2 and No. 3 cutter; extra	04
Orthopedic heel; extra	02
One-rivet shanks; extra	01
Two-rivet shanks; extra	02
Three-rivet shanks; extra	02
Using guard; extra	04
Shanking-out sole on buffing machine on attachment	04
Bleaching:	
Foreparts	025
Full bottoms	035
Full bottoms, sediment bleach	06
Velvet full bottoms, acid or sediment bleach	085
Velvet full bottoms, acid or sediment bleach, when done in packing room; 1½ price.	
Breasts of heel; extra	01
Hard finish:	
Foreparts, two coats	09
Foreparts, one coat	07
Full bottoms, two coats	14
Full bottoms, one coat	11
Centers one coat, foreparts two coats	18
Centers, shanks two coats, foreparts two coats	20
Breasts:	
Leather heels; extra	02
Wood heels; extra	025
Elk finish:	
Foreparts	05
Full bottoms	06
Cutting shanks	025
Cutting panels, fancy cut	05
Blacking shanks including tops:	
Welt	05
McKay	05
Blacking bottoms including tops:	
Welt	05
McKay	05
Blacking or staining tops, separately	02
Ironing shanks	05
Ironing black bottoms	08
Ironing breast of Louis heels	04
Brushing ironed shanks	04
Rolling and brushing:	
Shanks including straight breasts	10
Bottoms including straight breasts, one roll:	
McKay	10
Welt	12

Bottoms including straight breasts, two rolls:	Per 12 Pairs
McKay	\$0 12
Welt	14
Rolling tops separately	03
Rolling breast of Louis heels	035
Waxing:	
Foreparts when not rolled	035
Foreparts including rolling	05
Full bottoms when not rolled	05
Full bottoms including rolling	08
Louis heels, split soles; extra	02
Wheeling:	
Straight	03
Fancy	05
Louis breasts	03
Each additional wheel	01
Ball to ball	07
All around, heel to heel	12
Bird's-eyeing; per 24 dots per dozen	02
Stripping:	
Foreparts	05
Full bottoms	07
Enameling:	
Shanks	03
Full bottoms	045
Scraping slugs in shank when wiped	02
Scraping slugs in shank when not wiped	075
Scraping screw in top-lift and slugs, one operation	03
Wiping slugs by blacker	02
Painting:	
Breast separately, extra	02
Full bottom including breast and top	08
Full bottom on skived shanks, covered shoes	08
Full bottom on skived shanks, shoes not covered	12
Misses' shoes, one-twelfth less than women's.	
Children's, infants' and kacks, one-twelfth less than misses'.	
Samples, singles and custom shoes:	
Twelve pairs and under; $1\frac{1}{2}$ price.	
More than twelve pairs; $1\frac{1}{4}$ price.	
Hour work, \$0.75.	
Small lots, 12 pairs and under; $1\frac{1}{4}$ price.	
Straight Kenauba wax; double price.	
Black and Kenauba wax to be used together.	
Machines and blowers to be kept in good condition.	
McKay leveling:	
Women's and boys' shoes	095
Misses' shoes; one-twelfth less than women's.	
Children's, infants' and kacks; one-twelfth less than misses'.	
Skived shanks with skived forms	11
Skived shanks without forms	12
Cottage shanks with forms	11
Cottage shanks without forms	125
Skived edges with forms	11
Skived edges without forms	125
Shoes leveled for rubber soles (to be allowed to run machine on four seconds)	08
English channels	10
Shoes channeled around heel (children's and infants')	09
Long-legged shoes; extra	01
(When turned up or the operator will not be responsible for damaged uppers.)	
When hammer is used on regular work; extra	04
Hammering box line; extra	05
Hammering from ball to ball; extra	10
Rubbing shanks with thumbs	04
Pulling up flaps; extra	015
When long stick is used:	
In shank; extra	055
All around; extra	10

	Per 12 Pairs
When required to take out water stains; extra	\$0 015
Carrying lasts from machine to machine; extra	01
When necessary to wet shoes more than once	01
Shoes wet on the brush by operators; extra	01
When necessary for operators to cover the racks when wetting shoes; extra	01
Samples:	
12 pairs and under; $1\frac{1}{2}$ price.	
More than 12 pairs; $1\frac{1}{4}$ price.	
Small lots, 12 pairs and under; $1\frac{1}{4}$ price.	
Hour work, \$0.75.	
Welt leveling, double-roll machine:	
Regular work	095
Misses' shoes, one-twelfth less than women's.	
Children's, infants' and kacks, one-twelfth less than misses'.	
Circular ball, moulded or cottage shank, including hammering toe and butts when necessary and side of ball	195
Explanation:	
Base price	\$0 095
Hammering toes and butts	04
Circular ball including hammering side of ball	06
	<hr/>
	\$0 195
Imitation turned shoes on double-roll machine	285
Explanation:	
Base price	\$0 095
Circular ball or moulded shanks	06
Hammering from ball to ball, including toes and butts	13
	<hr/>
	\$0 285
White ivory soles; no extra.	
Hammering toes and butts; extra	04
Using maul in shank; extra	06
Moulded, cottage or similar shanks; extra	06
Using long stick; extra:	
All around	10
In shank	055
Sizing out rights and lefts; extra	01
Covering racks; extra	01
Wetting shoes on brush; extra	01
Samples:	
12 pairs and under; $1\frac{1}{2}$ price.	
More than 12 pairs; $1\frac{1}{4}$ price.	
Hour work; \$0.75.	
Small lots, 12 pairs and under; $1\frac{1}{4}$ price.	
Welt leveling, single-roll machine:	
Regular work, including hammering toes and butts when necessary	1625
Explanation:	
Base price	\$0 1225
Hammering toe and butts when necessary	04
	<hr/>
	\$0 1625
Misses' shoes, one-twelfth less than women's.	
Children's, infants' and kacks, one-twelfth less than misses'.	
Circular ball, cottage or moulded shank, including hammering toes and butts when necessary and pounding side of ball	1975
Explanation:	
Base price	\$0 1225
Hammering toes and butts	04
Circular ball and pounding side of ball	035
	<hr/>
	\$0 1975
Imitation turn, flat shank, including hammering toe and butts when necessary	2625

Explanation:

Base price	\$0 1225
Hammering toes and butts	04
Additional work on roll and with hammer other than toes and butts	10
	<hr/>
	\$0 2625

Imitation turn, circular ball, including hammering toes and butts when necessary and pounding side of ball

\$0 2975

Explanation:

Base price	\$0 1225
Hammering toes and butts	04
Additional work on roll and with hammer other than toes and butts	10
Circular ball and pounding side of ball	035
	<hr/>
	\$0 2975

Extras:

Moulded, cottage or similar shank and pounding side of ball	035
Using maul in shank	06
Using long stick:	
In shank	055
All around	10
Covering racks	01
Sizing-out rights and lefts	01
Wetting shoes on brush	01

Samples:

12 pairs and under; $1\frac{1}{2}$ price.
 More than 12 pairs; $1\frac{1}{4}$ price.
 Small lots, 12 pairs and under; $1\frac{1}{4}$ price.

Hour price, \$0.75.

G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & Co.

Buffing on attachment, naumkeaged afterward:

Per 12 Pairs

Men's shoes	\$0 12
Women's shoes	12
Naumkeag cleaning	04

Bleaching:

Foreparts	0265
Full bottoms including top-lift	035

Hard finishing:

Foreparts	055
Full bottoms including top-lift:	
Men's	095
Women's	085

Cutting

	0265
--	------

Waxing:

Foreparts	0265
Full bottoms	045

Blacking:

Shanks	045
Tops	02

Rolling and brushing:

Shanks	094
Tops	02

Bird's-eyeing

	02
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Striping:

Women's	0265
Men's	055
Men's including heel	06

Beating-out, McKay slippers (James W. Hitchings Company, Inc., only)

095

DICKINSON SHOE COMPANY

Buffing and finishing:		Per 12 Pairs
Buffing forepart and top		07
Shanking-out		0225
Naumkeag cleaning		0375
Hard finishing:		
Foreparts, one coat		035
Full bottoms		065
Cutting shanks		025
Cutting, one panel		03
Blacking		03
Blacking, one panel		02
Painting		04
Rolling and brushing:		
Shanks		08
Bottoms		09
Brushing out paint bottoms		05
Waxing:		
Foreparts		02
Full bottoms		04
Blacking:		
Foreparts		03
Bottoms		04
Striping		04
Wheeling		02
Brushing out black or Perfecto bottoms		06
Leveling		07

A. FISHER & SON

Buffing, two papers, naumkeaged afterward:		Per 36 Pairs
Hard finish		325
Not hard finish		2925
Not hard finish but over 10/8 heel		325
Naumkeaging		1125
Bottom finishing:		
Bleaching:		
Sole		085
Black sole		12
Forepart		055
Painting:		
Shank		085
Heel tops		04
Sole, heavy bleach		15
Striping soles		12
Cleaning rivets		06
Polishing heels		06
Cutting shank		075
Hard finishing and waxing:		
Full bottom		315
Black bottom		285
Black shank		255
Forepart		165
Beating-out:		
Men's slippers:		
M. W. edge		225
Thin edge		285
Comforts, low-cut; lasts Nos. 51, 8802, 453		225
All other comforts		285

General conditions and prices applying to A. Fisher & Son, Dickinson Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., and Merrill, Porter & Co.:

Hour price, \$0.75.

Samples:

12 pairs and under; $1\frac{1}{2}$ price.

More than 12 pairs; $1\frac{1}{4}$ price.

Small lots, 12 pairs and under; $1\frac{1}{4}$ price.

Misses' shoes, one-twelfth less than women's.

Children's, infants' and kacks, one-twelfth less than misses'.

Machines and blowers to be kept in good condition.

A. M. CREIGHTON — LYNN.

MARCH 7, 1924.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stockfitters. (11)

Having considered said application (a hearing having been waived), the Board awards in the factory of A. M. Creighton at Lynn in the stockfitting department that there shall be no change in the price of \$40 for work by the week, and that there shall be a general reduction of 10% in the prices for piece work, to be applied to the various operations in such manner as the employer and employees may mutually agree upon, so that the average reduction on the operations in this department shall be 10%.

In the event that the employer and employees fail to agree upon the application of the reduction, it is to be determined by the Board.

By agreement of the parties this decision is to take effect as of March 11, 1924.

SHOE MANUFACTURERS — LYNN.

MARCH 14, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the cutting department. (27)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except J. J. Grover's Sons Company and A. E. Little Company, as to hour work), for the work as there performed:

Cutting trimmings:

	Per 12 Pairs
Whole-leather straight top stays:	
Cut single	\$0 06
Cut double	045
Pieced-leather straight top stays, cut single	085
Silk-ribbon, satin or mercerized top stays	03
Label-ribbon top stays:	
Cut for both boots	06
Cut for one boot	045
Button-fly linings:	
Cut single	07
Cut double	05
Polish side stays:	
Cut single	14
Cut double	10
Blucher side stays:	
Cut single	14
Cut double	10
Whole sock linings:	
Cut single	08
Cut double	05
Half sock linings:	
Cut single	05
Cut double	04
Oxford quarter linings	17
Blucher-oxford quarter linings	18
Pump quarter linings	18
Button-oxford quarter linings	20
Innersole linings (whole)	09
Strap quarter linings:	
Back seam	225
Side seam	255
Back seam with strap attached	255
Side seam with strap attached	28

Sheepskin toe linings:	Per 12 Pairs
Circular	\$0 16
Square-end vamp	175

72 pairs of misses' for the price of 72 pairs of women's.

72 pairs of children's for the price of 60 pairs of women's.

72 pairs of infants' for the price of 60 pairs of women's.

72 pairs of babies' for the price of 60 pairs of women's.

Hour work, \$0.75.

In the factories of J. J. Grover's Sons Company and A. E. Little Company;
\$38 per week.

All other piece prices; 5% reduction.

Extras:

 High-cut side stays:

 Over six-inch to eight-inch, including eight-inch 01

 Over eight-inch to ten-inch, including ten-inch 02

 High-cut fly linings:

 Over six-inch to eight-inch, including eight-inch 01

 Over eight-inch to ten-inch, including ten-inch 02

 Slots in trimming patterns 01

 Side-seam quarter lining; extra over back seam 03

 Work cut from pieces one foot and under; 50% extra.

 Waved top stays 01

 Kid quarter linings; extra over sheepskins 03

 Samples, singles and specials; by the hour.

 Combination or small lots, 18 pairs and under 02

Cutting linings (based on cutting eight thicknesses of cloth):

 Quarter linings:

 Polish boot 045

 Button boot 05

 Blucher 05

 Right and left Polish 05

 Right and left blucher 055

 Toe linings, two pieces to a pair 03

 Blucher linings, two pieces to a pair 035

 Split toe linings, four pieces to a pair 04

 Juliet Romeo, Princess, Congress:

 Heel linings 03

 Toe pieces 04

 Buskin linings 04

 Seamless vamp linings 03

 Three-quarter seamless vamp linings 03

 Three-quarter-foxed vamp linings 01

 Circular vamp linings 025

 Circular-blucher vamp linings:

 Without slot 03

 With slot 035

 Button stays, in bulk 0125

 Button stays, put up in sizes 02

 Polish cloth stays 025

 Toe plugs, in bulk 0125

 Toe plugs, put up in sizes 02

 Tongue linings 025

 Buckram tongue filler 04

 Fly filler 025

 Samples:

 Six pairs and over; double price.

 Under six pairs; by the hour.

 Folding of cloth; by the hour.

 All other piece work; no change in existing prices.

 Hour work; \$38 per week.

In the factories of J. J. Grover's Sons Company and A. E. Little Company; \$42.50 per week.

Above piece prices apply to women's and misses' shoes; children's and infants' shoes to be cut at the rate of 72 pairs for 60 pairs of women's.

Extras:

 High-cuts:

 Up to eight-inch 01

 Eight-inch to ten-inch 015

Per 12 Pairs

High-cut Polish stays, six-inch to ten-inch	\$0 01
High-cut fly filler	01
High-cut button stays	005
High-cut tongue linings, six-inch	01
Pricking holes; per hole	01
Short three-quarter vamp lining or square-end circular	005
Notches	02
Guide marks	01
Small lots, 18 pairs or under:	
Toe linings, four pieces to a pair	03
Quarter linings, four pieces to a pair	03
Vamp linings, two pieces to a pair	015
Vamp linings, put up in one-half sizes	01
Cutting linings on outside patterns	01

SHOE MANUFACTURERS — LYNN

MARCH 14, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (44)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Top stitching:	Per 36 Pairs
Regular Polish, held on	\$0 66
Regular button, held on	66
Plain oxford, held on	48
Blucher oxford, held on	54
Closed-on Polish, open sides	48
Closed-on button, open sides	48
Blucher Polish, held on	72
Theo-tie quarters or eyelet-tie quarters	54
Closed-on plain oxford	36
Button oxford, held on	66
Fat-ankle Polish	75
Round-nose blucher	74
Extras:	
High-cut on closed-on work	06
High-cut on held-on work	09
Crescent or dome top	03
Waved top	06
Putting stay in back	06
Points, two to a pair	09
Matchmarking, where linings are matchmarked and the outsides are matchmarked, or one label or one stamped top or a pair is used. (This means that if the top stitcher is held responsible for the mated linings, whether the outsides are right and left or not, six cents extra is to be paid)	06
Trimming ends of straps after post machine or flat bed undertrimmer but not Barbour undertrimmer; per strap	06
When any condition exists where the top stitcher has to lift her knife or guide:	
Twice to a pair	06
Four times to a pair	12

(When leaving a piece of lining in the throat of a shoe or on the sides or on the back of a shoe; but does not include any throwing back knife when turning square corners or throwing back knife when making points)

If operator has to trim with scissors:	Per 36 Pairs
Polish boot or oxford	\$0 06
Blucher boot or oxford	12
Top-stitching unbacked cloth boot	12
Stitching second row on small button quarters	18
Barring backs, V bar	18
Barring backs, square bar	24

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MARCH 17, 1924.

In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and vampers. (10)

The Board awards that the following prices shall be paid by Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Vamping men's blucher oxford, No. 460:	Per 24 Pairs
Two rows and bar, one-needle machine	\$0 83
Third row, one-needle machine	30

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HOWARD & FOSTER COMPANY — BROCKTON.

MARCH 17, 1924.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and vampers. (12)

The Board awards that \$0.058 per 24 pairs extra shall be paid by Howard & Foster Company at Brockton for vamping extra row on N. P. pattern (circular bal.), on the one-needle machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of September 22, 1923.

CHURCHILL & ALDEN COMPANY — BROCKTON.

MARCH 17, 1924.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (15)

The Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

Vamping, one-needle machine:	Per 24 Pairs
Norfolk oxford, two rows	\$0 9512
Erie blucher, two close rows	1 15
Two extra rows, style R-4	832

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — LYNN.

MARCH 21, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (45, 46)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

		Per 36 Pairs
Ironing tape or backing:		
Horse-shoe throat, two to a pair		\$0 09
Tape on any part of shoe, per two pieces per pair		09
Full backing:		
Circular vamp, including trimming		21 ³ / ₈
Seamless pump or vamp		21 ¹ / ₈
Three-quarter-foxed vamp, including foxings		28 ¹ / ₈
Foxings, four pieces to a pair		18
Boot quarters		28 ¹ / ₈
Oxford quarters		21 ³ / ₈
Tape on quarters or vamps, including cutting:		
Two pieces to a pair		09
Four pieces to a pair		18
Six pieces to a pair		27
Eight pieces to a pair		36
Ten pieces to a pair		44 ¹ / ₈
Twelve pieces to a pair		54
Lining-in vamps, when cemented by hand or machine:		
Circular vamp lining		07 ¹ / ₈
Short lining on pump or cylinder vamp		09
Whole or three-quarter vamp lining to heel		14 ³ / ₈
Blucher vamps		07 ¹ / ₈
Tips or toe pieces		09
Second lining on blucher vamps		09
Short lining on seamless pump or vamp after being closed at back		10 ¹ / ₈
Full lining on seamless pump or vamp after being closed at back		18
Transferring matchmarking:		
Two to a pair		03
Four to a pair		06
Backstay stitching:		
Backstay 3 ¹ / ₄ inches or less in height:		
With one point		24
With three points or square top		27
Extra for every half inch or fraction thereof		045
Extra for narrow width (anything under $\frac{7}{16}$ -inch considered narrow)		03
Oxford:		
Straight top		30
Three-point top		33
Stitching second row on backstays on oxfords		15
Oxfords on two-needle machine; extra		06
Matchmarked, extra		06
Bottle backstays on oxfords		36
Bottle backstays on oxfords, second row		18
Fish-tail backstays on oxfords		54
Rochester backstay:		
Oxfords		12
Boots		15
High-cuts		21
Backstays to be measured on 5-B shoe.		
Tiddlewink or half oval on oxfords		30
Stamping linings:		
Stamping outsides with regular lining-marking machine:		
Two pieces to a pair		045
Four pieces to a pair		09
Counting and marking with crayon by hand:		
Two pieces to a pair		045
Four pieces to a pair		09
Stamping linings by machine:		
Each operation		045
When stock number is put on with attachment, extra		015
Stamping by hand, each operation		06
Stamping linings with yellow ink or silver ink:		
Without stock		055
With stock		07
Stamping linings on matchmarking machine		09
Marking linings with pen and ink:		
Size, width and case number		25 ¹ / ₈
Stock number; extra		10 ¹ / ₈

Pump stitching:	Per 36 Pairs
Plain pump, eliminating square throats	\$0 72
Theo tie	1 08
One-strap shoe	1 62
Two-strap, cross-strap or one-strap, Colonial tongue	2 07
Three-strap shoe	2 52
Four-strap shoe	2 97
One-strap, center buckle	1 80
Two-strap, center buckle	2 34
Three-strap, center buckle	2 88
Four-strap, center buckle	3 42
Mary Jane	1 71
Mary Jane with extra strap	2 16
Plug oxford	1 17
Gore pump; top-stitched around top and around gore:	
One gore	1 44
Two gores	1 98
Pump stitching gore quarter or Colonial quarter	48
Sunburst or two-button shoe	2 07
Sunburst quarter, separate	81
Tongue on Sunburst, separate	1 26
One-strap shoe with split strap	1 80
One-strap shoe with three forks	1 98
Small tongue; round end, one point	36
Large tongue; round end, one point	45
Small tongue; two or three points	45
Large tongue; two or three points	54
Quarters, done open:	
One-strap	1 08
Two-strap	1 53
Three-strap	1 98
Four-strap	2 43
Vamp throats	36
Egg-shaped vamp throats	54
Anklet quarter:	
Like circular foxing with strap from heel	1 08
With strap at heel and strap at front	1 53
Top stitching circular vamp when top-stitched all around to bottom of vamp	48
Sally vamp	81
Extras:	
Holding in stays	06
Points, two to a pair	09
Diamond-pointed strap, two points to a pair	09
Barring back seam:	
V bar	18
Square bar	24
Holding in straps after being top-stitched, two straps to a pair	18
Holding in top-stitched tongue	30
Interference of top-stitched tongue	27
Trimming ends of straps after post machine:	
Two straps to a pair	06
Four straps to a pair	12
Throwing back knife:	
Twice to a pair	06
Four times to a pair	12
(When leaving a piece of lining in the throat of a shoe or on the sides or on the back of the shoe; but does not include any throwing back knife when turning square corners or throwing back knife when making points.)	
Holding back strap	09
Holding in gores, two to a pair	45
Rights and lefts; no extra.	

SHOE MANUFACTURERS — LYNN.

MARCH 28, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the heeling department. (40, 41)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except A. Fisher & Son, Dickinson Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., and Merrill, Porter & Co.), for the work as there performed:

Heelseat nailing:	Per 12 Pairs
On last	\$0 045
Off last	035
Nailing leather heels:	
Single nailing:	
McKay machine, off last:	
15/8 and under	09
Bases, including rubber bases	08
Model B machine, on last:	
15/8 and under	145
Bases, including rubber bases	125
Double nailing:	
McKay machine, off last; 17/8 and under, including basing	155
Model B machine, on last; 17/8 and under, including basing	215
Extras:	
Gluing breast	03
Double nailing; 18/8 heels and over	01
Flange-side wedge heels, sorted right and left	035
Slugging, Universal machine:	
On the last:	
Regular work, seven slugs or less	045
Over seven slugs	05
Off the last:	
Regular work, seven slugs or less	035
Over seven slugs	045
Slugging all around heel with flat wire or No. 35090	05
Slugging, five slugs and five stops; the same as all around.	
Shaving, Ultima machine:	
13/8 and under; including No. 3 cutter	10
14/8 and over; including No. 3 cutter	115
Louis heels	16
Rubber tops; extra	02
Extras:	
18/8 and over	03
Cutters deeper than No. 3	03
White ivory and white fiber; 1½ price.	
Oiling rubber tops by hand	03
Stitched heelseats, including round heelseats; 1½ price.	
Blocking, 16/8 and over; one-half regular price.	
Breastings, United machine:	
On last, 13/8 and under	045
14/8 to and including 17/8	05
Breastings, Hamel machine, including scalloping if required; on last, Louis, 17/8 and under	07

Breasting, extras:	Per 12 Pairs
Use of No. 3 or No. 4 knife	\$0 01
18/8 heels and over	01
Special cutters extra deep, such as No. 159 or 2 +	09
Orthopedic heels when shoes are sorted right and left	10
White ivory and white fibre heels, all heights	015
Extreme lasts, carrying side-wedge heels	01
First heel-scouring, one operation:	
Regular, two wheels, all single-nailed heels	095
Regular, one wheel, rough scouring, all single-nailed heels	065
Louis heels, two wheels	13
Louis heels, one wheel, rough scouring	11
Rajah rubber heels; per pair:	
Trimmed on Buxton rounder	025
Not trimmed	03
Second heel-scouring (combination and solid leather), one operation:	
Regular, two wheels	07
Louis heels, two wheels	11
Extras on first or second scouring:	
Where rubber heel is reversed	02
18/8 heels or over	03
White fibre and white ivory heels; 1½ price.	
Putting on veneer, first coat, by hand	03
Slicking heels:	
13/8 and under	05
14/8 and over, including all Louis and spool heels	07
No. 3 cutter; no extra.	
Heel-breast scouring, Freeman machine:	
Straight breasts	0325
Louis, two papers (if required)	10
Orthopedic	065
Extras:	
Lining up	03
Deeper than No. 5 knife	01
Special knives such as No. 159 or 2 +	08
Scalloping, rotary machine	03
Putting on veneer to a line, where rubber top is used	05
Finishing, Expedite machine, including beading:	
Burnishing:	
Regular heels, using iron:	
13/8 and under	095
14/8 and over	10
Louis heels	125
Padding and brushing white ivory and white fiber:	
13/8 and under	07
14/8 and over	09
Padding and brushing sprayed Louis heels	09
Plain beading, white ivory and white fiber:	
Heelseats	03
Tops	025
18/8 heel or over; extra	03
Spraying heels with shank guard only:	
Two coats	22
One heavy coat, covering properly	14
Breast of heel	06
Scouring enamel from rubber or leather tops	05
Wood-heel attaching (with clamp):	
Standard work with all extras:	Per Pair
Welts	\$0 23
McKays and turns	18
Cuban and half Louis, McKays and turns	11

(The operation consists of: trimming cup and breast of heel; cutting-on and fitting heel; filling cup; cementing flap and breast of heel; wetting and stretching breast or flap; pricking sides and pounding up heelseats when necessary; putting two nails in front of heel; cutting front of top-lift; scraping or buffing flap or breast of heel.)

Wood-heel attaching, screw machine:	Per Pair
Cutting-on and fitting full Louis heels	\$0 0625
Gluing and attaching heels by screw machine, all styles, including pounding up heelseats	0275
Finishing full Louis heels	0625
Cuban and military heels, no jointing	05
Half-Louis heels, no jointing	055
Wood-heel nailing, by machine:	Per 12 Pairs
Five nails, including feeding; boots and oxfords	\$0 09
Gluing and nailing (five nails), including feeding; boots and oxfords	15
Wood-heeling, off last (old method):	Per Pair
Full Louis	15
(The operation consists of: trimming breast and cup of heel; cutting-on and fitting heel to shoe; tacking tongue; pricking up and pounding seats when needed; finishing breasts in the usual manner and sanding same by hand, after heel is nailed on shoe by the Alpha wood-heel nailing machine and returned to wood-heeler.)	
Cuban or military heels, full soles	0575
One-half Louis, full soles	0625
(The operation consists of: trimming cup of heel; cutting-on and fitting heel to shoe; tacking tongue and lining up joints on sole; pricking up and pounding heelseats when necessary.)	
Hand-nailing wood heels:	
Three nails	0125
More than three nails	015
Nailing rubber tops:	Per 12 Pairs
McKay machine, nailing with glue base	\$0 135
Model B machine, nailing with glue base	155
Model B machine, nailing with cement base	155
Nailing by hand	36
Extras:	
Buffing base	03
Buffing top	03
Cementing base	03
Cementing top	03
All other piece prices; 12½% reduction.	
Samples and single pairs:	
Under 12 pairs; 1½ price.	
12 pairs or more; 1¼ price.	
Small lots; no extra (except, however, if any issue arises between employer and employee as to whether or not an extra should be paid, such controversy can be taken up under the terms of the existing agreement).	
All hour work; \$0.75.	

DICKINSON SHOE COMPANY

Heeling on National nailer, off last:	Per 12 Pairs
Surface nailing	\$0 10
Spank tops	12
Spank tops; base, rubber and nail assembled	08
Shaving, Smith machine; on cutter and rander:	
8/8 and under	0725
9/8 and over	095
12/8 concave	12
Breasting and scouring heels; one operation, two wheels:	
Low heels	08
High heels	09
Heel-finishing; including blacking, padding, beading and brushing:	
8/8 and under	08
9/8 and over	09

A FISHER & SON

Nailing, McKay machine, off last:	Per 12 Pairs
Singles and bases	\$0 08
Rubber tops and bases together	135
Shaving, McKay machine:	
Men's, leather or rubber tops	065
Women's, 11/8 and over	095
Stitched heelseats; no extra.	

Shaving, Ultima machine:	Per 12 Pairs
8/8 and under	\$0 09
9/8 and over	10
Rubber tops; extra	02
Stitched heels; 1½ price.	
Slugging on last, seven nails or under	045
Breasting, United machine:	
Men's, leather or rubber tops	035
Women's, 13/8 and under	045
Orthopedic, right and left	10
Breast-scouring:	
Orthopedic, right and left	065
Regular work	03
Heel-scouring; one operation, two wheels:	
8/8 and under	08
9/8 and over	09
Heel-finishing; including blacking, padding, beading and brushing:	
8/8 and under	08
9/8 and over	09

G. W. HERRICK SHOE COMPANY

Nailing, Model B machine, on last:	Per 12 Pairs
Singles, leather tops	\$0 145
Rubber tops	155
Rubber tops and bases together	155
Bases	125
Slugging on last, seven nails or under	045
Shaving, Ultima machine:	
8/8 and under	09
9/8 and over	10
Rubber tops; extra	02
Breasting, United machine:	
8/8 and under	04
9/8 and over	05
Breast-scouring, Freeman machine	0325
Heel-scouring; one operation, two wheels:	
8/8 and under	08
9/8 and over	09
Reversing rubber heels; extra	02
Putting on scourine	01
Heel-finishing; including blacking, padding, beading and brushing:	
8/8 and under	08
9/8 and over	09
Tan kid or lighter colors; extra	01
Heel-finishing on Expedite machine, including blacking with use of iron:	
8/8 and under	10
9/8 and over	11

JAMES W. HITCHINGS COMPANY, INC.

Nailing, Model B machine, on last:	Per 12 Pairs
Singles, leather tops	\$0 145
Rubber bases	125
Nailing by hand, rubber tops; base and rubber top:	
With cement	22
Without cement	17
Slugging, on last, seven nails or under	045
Shaving, McKay machine; low heels, 8/8 and under	065
Shaving, Ultima machine:	
8/8 and under	09
9/8 and over	10
Rubber tops; extra	02
Breasting, McKays, off last:	
11/8 and under	045
12/8 and over	05
Breast-scouring, regular work	03
Heel-scouring; one operation, two wheels:	
8/8 and under	08
9/8 and over	09

Per 12 Pairs
\$0 01

Putting on scourine	
Heel-finishing; including blacking, padding, beading and brushing:	
McKays, 8/8 and under	08
McKays, 9/8 and over	09
Turns, 12/8 and over	10

MERRILL, PORTER & CO.

Nailing heels, by hand:	Per Pair
Men's, 5/8 to 6/8	\$0 025
Women's, 10/8 and under, leather tops	02
Women's, over 10/8, leather tops	03
Rubber tops; base and rubber top:	
10/8	035
8/8	03
6/8	025
5/8	02
3/8	02

Per 12 Pairs
\$0 045

Slugging on last, seven nails or under	
Shaving, Ultima machine:	
8/8 and under	09
9/8 and over	10
Rubber tops; extra	02
Breasting, United machine:	
8/8 and under	04
9/8 and over	05
Heel-scouring; one operation, two wheels:	
8/8 and under	08
9/8 and over	09
Reversing rubber heels; extra	02
Putting on scourine	01
Slicking, including staining:	
13/8 and under	08
14/8 and over	10
Heel-finishing; including blacking, padding, beading and brushing:	
8/8 and under	08
9/8 and over	09
Tan kid or lighter colors; extra	01

General conditions and prices applying to Dickinson Shoe Company, A. Fisher & Son, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., and Merrill, Porter & Co.:

All other piece prices; 12½% reduction.

Hour price; \$0.75.

Samples:

Under 12 pairs; 1½ price.

12 pairs or more; 1¼ price.

Small lots; no extra (except, however, if any issue arises between employer and employee as to whether or not an extra should be paid, such controversy can be taken up under the terms of the existing agreement).

SHOE MANUFACTURERS — LYNN.

MARCH 28, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Shoe Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (51, 52)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

		Per 36 Pairs
Closing:		
Short seams in vamps or foxings, oxford; pump or low-cut		\$0 10
Back seam in foxed quarters		12
Heel seam in seamless vamp or seamless pump, or three-quarter-foxed heel seam when done alone		11
Back seam in whole quarters		15
Button-flies		12
High-cut, per two seams per pair; extra		015
Welted seam, per two seams per pair; extra		06
Zigzag closing; one-third more than regular closing price.		
Closing on machine where bobbin is used; extra		03
Matching seams on collar shoes, per two seams per pair		06
Rubber-backed work when backing is closed in seam; extra		03
Closing and staying ooze or Nubuck when backed up with rubber backing to the edge and backing is closed and stayed in afterward on each seam; each operation per two seams per pair		03
Short seams on pump fronts or collars one-half inch or under, on Singer or Union Special machine		18
Tying up sizes, narrow collars, separate bunches; extra		06
Matchmarking work, per two seams per pair; extra		015
Taping on new Osgood machine, including clipping up tape:		
Vamp throats		09
Circular vamps		11
Cylinder vamp throats		10
Oxford quarter tops		14
One-strap quarters:		
From heel seam to end of strap.		18
Front of strap, four pieces to a pair		18
Front of strap, two pieces to a pair		09
Front of strap straight down vamp line, four pieces to a pair		18
Imitation brogue foxing		18
Imitation circular foxing		12
Cementing on stays by hand, with cement or glue:		
Vamp stays, two to a pair		07½
Blucher stays, four to a pair		09
When operator has to mark sizes or matchmark:		
Two to a pair		02½
Four to a pair		045
Polish or blucher on outsides:		
Regular		14½
High-cut		16½
Extra high-cut		18
Blind eyelet stay on lining:		
Regular		16½
High-cut		18
Extra high-cut		19½
Oxford side stays		10½
Cementing tape on imitation tip		09
Cementing small stays on strap shoes for buttons, buckles:		
Two to a pair		07½
Four to a pair		10½
Six to a pair		14½
Inlays:		
Two pieces		11
Four pieces		22
Two parts together for cut-outs after top stitching		12
Four parts		21
Mary Jane, all around, after top stitching		27
Cementing on or ironing on reinforced paper or stays on cut-outs:		
Two to a pair		10
Four to a pair		18
Marking:		
Straight tips		09
Imitation brogue or wing tips		14½
Imitation side stays:		
Regular		10½
High-cut		13½
Extra high-cut		15½

	Per 36 Pairs	
Panels, tops and side, or side and bottom of quarters	\$0 21 ³ / ₄	
Oxford side stays	09	
Foxings, circular	10 ⁴ / ₄	
Anchor bottom; extra	01 ⁴ / ₄	
Point on side, two to a pair	01 ⁴ / ₄	
Imitation hook or brogue foxing	14 ⁴ / ₄	
Two lines top of quarter and vamp line	21	
Two-pointed foxing	22	
Pointed foxing and pointed hook foxing	18	
Panel; top, front and vamp line	25	
Panel; top, front and vamp, hook foxing	33	
Top and front of oxford	14	
Top, front and hook foxing	25	
One row, top, and one row, strap	15	
Sizes on each piece, four to a pair (straps)	09	
Imitation shield	10	
Imitation wing	12	
Vamp throat	11	
Circular vamp	14	
Imitation side of saddle, two sides	15	
Two lines on front of quarter, 16 to a pair	165	
Two lines full length of strap	15	
Buttoning up buttons:		
One-strap	09	
Two-button one-strap	12	
Three-button one-strap	15	
Four-button one-strap	18	
Two-strap	14	
Three-strap	19	
Four-strap	24	
Putting strap through loop or slot of center strap:		
One-strap	09	
Two straps	18	
Trimming:		
Buttonholes:		
One-strap	07	
Two-button one-strap	10	
Three-button one-strap	14	
Two-strap	14	
Three-strap	21	
Buckles, after zigzag machine:		
One-strap	10	
Two-strap	18	
Three-strap	25	
Buttons, after Reece or old-style Singer machine:		
One-strap	07	
Two-button one-strap	10	
Three-button one-strap	14	
Two-strap	14	
Three-strap	21	
Boots, oxfords or pumps, after top stitcher or pump stitcher:		
Four ends to a pair	06	
Eight ends to a pair	12	
Twelve ends to a pair	18	
Blucher quarters for vampers:		
One cut	07	
Two cuts	10	
Sides of vamps after vamper on shoes that are fitted flat	12	
French-cord pressing by hand, including cementing and cutting:		
Seamless pump	1 08	
One-strap, closed	2 52	
Two-strap, closed	3 96	
Three-strap, closed	5 40	
One-strap Sally, closed	3 96	
Theo tie, closed	1 62	
Theo tie, quarter and vamp line, done open	1 53	
One-strap quarter, done open	1 62	
Circular vamp	72	

	Per 36 Pairs
Vamp throats	\$0 60
Egg-shaped vamp throats	72
Sally vamp, pressed all around	1 44
Colonial quarter or top of gore pump, not including front	72
Colonial tongue, without points	90
Front strap without points	81
Two long and two short straps	1 08
Cut-outs:	
Four to a pair	2 16
Two to a pair, similar to and including Wishbone	1 68
Extras:	
Points, two to a pair (square corners are not points)	18
Narrow conditions, 6/16 or under, one-third of base price on straps or collars.	
Cementing ooze, cloth, satin and all fabrics	06
Tying up small collars in sizes	06
French-cord pressing by machine; one-sixth less than pressing by hand.	

THOMSON-CROOKER SHOE COMPANY — BOSTON.

APRIL 1, 1924.

In the matter of the joint application for arbitration of a controversy between Thomson-Crooker Shoe Company of Boston and stitchers. (17)

The Board awards that \$4.50 per 100 pairs shall be paid by Thomson-Crooker Shoe Company at Boston for pump-stitching the Doris one-strap shoe, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC., STANDARD SHOE COMPANY, SECURITY SHOE COMPANY, SWARTZ SHOE COMPANY, INC., SARGENT SHOE COMPANY, MERRILL, PORTER & CO., WELCH SHOE COMPANY — LYNN.

APRIL 2, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., Standard Shoe Company, Security Shoe Company, Swartz Shoe Company, Inc., Sargent Shoe Company, Merrill, Porter & Co. and the Welch Shoe Company, of Lynn, and stitchers. (68)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and investigated the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid for the work as performed:

STROUT, STRITTER & CO., INC.

Binding Mary Jane, pattern No. 137409; points, no extra.	Per 36 Pairs
Stitching imitation French cord on anklette pattern No. 148491	\$1 56

STANDARD SHOE COMPANY

Stitching French cord on anklette pump, pattern No. 42-1.	1 92
Points	09
Hand-pressing tongue collar	60
Pump-stitching fronts	1 72

SECURITY SHOE COMPANY

Pump-stitching pattern No. 72-X one-strap anklette:	
Base price	92
Points	09
Rights and left	06
Binding pump anklette, pattern No. 72-X	1 92
Points	09

SWARTZ SHOE COMPANY, INC.

Anklette points; no extra.	
Top-stitching vamp tongue	95

SARGENT SHOE COMPANY

Pump-stitching anklette, pattern No. 869-4:	
Base price	1 56
Collar condition; no extra.	

MERRILL, PORTER & Co.

Per 36 Pairs

Pump-stitching; points, no extra.

WELCH SHOE COMPANY

Stitching imitation French cord on Beverly pump, pattern No. 40 x 7 . \$1 32

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

G. W. HERRICK SHOE COMPANY — LYNN.

APRIL 4, 1924.

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company, shoe manufacturer of Lynn, and lasters. (7)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence presented, the Board makes the following report and findings.

The issues presented are two in number:

1. Shall the G. W. Herrick Shoe Company pay the same proportionate increase as was paid by the other members of the Lynn Shoe Manufacturers' Association under agreement reached on or about July 15, 1923?
2. If not, what increase, if any, shall be paid?

The G. W. Herrick Shoe Company, hereinafter referred to as "the company," in the summer of 1923 was a member of the Lynn Shoe manufacturers' Association and in June of that year the lasters notified the association, as well as the manufacturers not members of the association, of a demand for an increase in wages. Later, a conference was held between committees representing the association and lasters, but they failed to reach any agreement and still later the lasters ceased work and a few days thereafter an adjustment was made between the association and the lasters, whereby an increase in wages was granted and work resumed.

The company notified the committee of the association, previous to the adjustment made with the lasters, not to make any settlement for them. The agent of the lasters admitted at the hearing that he was notified at that time "that the committee were not going to handle Mr. Herrick's case." Under these circumstances, as both the committee of the association and the agent of the lasters were informed that the committee was not to make any settlement for the company, the Board, in answer to the first question, finds that the company under "the agreement reached" was not included in the settlement whereby an increase was granted.

The lasters in the employ of the company did not return to work and conferences were held between the committee of the association, representatives of the company and the lasters and under the following memorandum of agreement as the basis of adjusting the differences, these lasters returned to work:

"The lasters of the Herrick Shoe Company to go back to work and prices paid in the Herrick Shoe Company to be investigated and, if the prices are found to be lower than Protective Union factories, Herrick prices are to be adjusted by the committee taking up adjustments for the association."

Efforts were made to adjust the differences, but without success and finally the matter was referred to this Board for determination.

As to the second question, differences have arisen between the company and the lasters as to the memorandum of agreement reached relative to determining what increase, if any, should be granted by the company; the company contending that under the agreement the prices paid in comparative factories were not to be limited to any locality, the lasters contending it should be limited to the city of Lynn. The policy of the Board in arbitration has always been not to limit the scope of its investigation for comparative evidence to any community or restricted territory within the Commonwealth unless the parties so agree.

After thorough investigation the Board does not find sufficient evidence to warrant a determination that the scope of the investigation as to comparative evidence should be limited to Lynn, and awards that no increase in prices shall be paid by the company.

DICKINSON SHOE COMPANY, A. FISHER & SON, G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO. — LYNN.

APRIL 4, 1924.

In the matter of the joint application for arbitration of a controversy between Dickinson Shoe Company, A. Fisher & Son, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., and Merrill, Porter & Co., shoe manufacturers of Lynn, and employees in the cutting department. (28)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO.

Slippers and Comfort Shoes only

Cutting outsides (based on sheepskin and cabaretta):

Women's shoes:	Per 36 Pairs
Polish	\$1 98
Three-quarter-foxed Polish	2 16
Old ladies' bal.	1 92
Gypsy Polish	1 98
Gypsy bal.	1 92
Gypsy oxford	1 80
Seamless Polish	2 34
Oxford, regular and gore	1 62
Foxed oxford	1 80
Juliet, Princess and Prince Albert	1 80
Split-vamp Juliet and Princess	1 98
Side-seam sandal	1 71
Side-seam sandal, strap attached	1 89
Two-strap oxford, strap attached	2 16
Three-strap oxford, strap attached	2 52
Congress	2 34
Circular vamp and foxings	1 44
Patent oxford	1 80
Seamless oxford	1 80
Men's shoes:	
Romeo	1 80
Opera and Brighton	1 62
Everett	1 62
Prince Albert	1 80
Opera collars	91
Quarter oxford	1 79
Faust vamp and quarter	2 52
Circular foxed-oxford formation	18
Quarter formation	18
Foxing	54
Tips:	
Straight	18
Diamond or half-wing	27
Full-wing	36
Extras:	
Plain-toed vamp	09
Black kid	18
Colors, kid only	18
Matchmarking, each piece	00 $\frac{1}{8}$
Buck	36
Ooze or Nubuck	18
Blucher formation	18
Notches; per notch	00 $\frac{1}{8}$
Slots; per slot	00 $\frac{1}{16}$
Holes; per hole	00 $\frac{1}{16}$
Tongues:	
Regular	18
High-cut	27
Bellows	54
Plain backstays:	
Four-inch or under	18
More than four-inch	27

	Per 36 Pairs
Curved-back finger foxing	\$0 09
Two kinds of shoes cut together, except Juliets, vamp and foxing and runners; on two sizes only	09
Fabrics cut two-thick on cloth patterns; 30% off leather prices.	
Small lots, 18 pairs or under	18
Combination lots	36
Samples:	
Six pairs or under; double price.	
More than six pairs; 1½ price.	
All other piece prices; 10% reduction.	
Machine cutting; 30% less than for cutting by hand.	
Hour work; \$0.95.	
Broken stock: this matter is to be taken up between the employer and the employees and, upon failure to agree, is to be arbitrated under the terms of existing agreements.	
Boys' shoes and slippers (1½ to 5½); same as women's.	
Youths' shoes and slippers (11½ to 1½) and misses'; less than women's	09
Little gent's shoes and slippers and children's (9 to 11); less than women's	18
Cutting cloth linings (based on eight thicknesses of cloth):	
Women's shoes:	Per 12 Pairs
Polish lining, regular	\$0 04
Button lining, regular	045
One- or two-strap sandal, full drill	08
Blucher lining, regular	045
Regular toe linings, two to a pair	0275
Blucher toe linings, two to a pair	0315
Split toe linings, four to a pair	035
Juliet, Romeo, Princess and Congress:	
Heel linings	0275
Toe linings	035
Circular vamp lining	0225
Circular blucher vamp lining:	
Without slot	0275
With slot	0315
One- or two-strap linings	0275
Toe plugs, in bulk	01
Toe plugs, put up in sizes	018
Tongue linings,	0225
Buckram tongue filler	035
Men's shoes:	
Romeo drill quarter	0175
Romeo drill front	0625
Everett drill front	045
Opera drill front	045
Gores, four to a pair (men's and women's)	05
Extras:	
High-cuts, seven inches or over	01
Pricking holes; per hole	01
Notches; per notch	02
Guide marks	01
Small lots, 18 pairs or under:	
Toe linings, four pieces to a pair	03
Quarter linings, four pieces to a pair	03
Vamp linings, two pieces to a pair	015
Samples:	
Six pairs or under; double price.	
More than six pairs; 1½ price.	
All other piece prices; 10% reduction.	
Hour work; \$38 per week.	
Cutting trimmings:	
Whole-leather straight top stays:	
Cut single	055
Cut double	045
Pieced-leather straight top stays, cut single	075
Silk-ribbon, satin or mercerized top stays	03
Label-ribbon top stays:	
Cut for both boots	06
Cut for one boot	045

Button-fly linings:	Per 12 Pairs
Cut single	\$0 06
Cut double	045
Polish side stays:	
Cut single	12
Cut double	08
Blucher side stays:	
Cut single	13
Cut double	09
Whole sock linings:	
Cut single	06
Cut double	045
Half sock linings:	
Cut single	045
Cut double	035
Oxford quarter linings	16
Oxford quarter linings with slot	18
Blucher-oxford quarter linings	17
Pump quarter linings,	18
Button-oxford quarter linings	18
Innersole linings (whole)	09
Strap quarter linings:	
Back seam	21
Side seam	24
Back seam with strap attached	24
Side seam with strap attached	27
Sheepskin toe linings:	
Circular	16
Square-end vamp	175
Leather linings (men's and women's):	
Romeo quarter lining	16
Everett quarter lining	16
Brighton and Opera quarter lining	12
Faust quarter lining	21
Columbia or Prince Albert quarter lining	12
Romeo vamp lining	24
Everett vamp lining	21
Brighton and Opera vamp lining	21
Faust vamp lining	27
Columbia or Prince Albert vamp lining	24
Cavalier counter pocket	09
Crimped work:	
Romeo	11
Opera and Brighton	08
Everett with slots	10
Faust	10
Columbia	09

All other piece prices; 10% reduction.

72 pairs of misses' for the price of 72 pairs of women's.

72 pairs of children's for the price of 60 pairs of women's.

72 pairs of infants' for the price of 60 pairs of women's.

72 pairs of babies' for the price of 60 pairs of women's.

Hour work; \$0.75.

Samples, singles and specials; by the hour.

Extras:

 High-cut side stays:

 Over six inches to eight inches, inclusive 01

 Over eight inches to ten inches, inclusive 02

 High-cut fly linings:

 Over six inches to eight inches, inclusive 01

 Over eight inches to ten inches, inclusive 02

 Slots in trimming patterns 01

 Side-seam quarter lining; extra over back seam 0275

 Work cut from pieces one foot and under; 50% extra.

 Waved top stays 01

 Kid quarter linings; extra over sheepskin 0275

 Combination or small lots, 18 pairs and under 02

A. FISHER & SON

Cutting by hand:

Men's slippers:

Per 36 Pairs

Senator, pattern No. 109	\$1 98
Romeos	1 80
Everetts:	
With tops	1 89
Without tops	1 62
Brighton, pattern No. 230	1 41
Operas, with tops as patterns Nos. 226, 355, 356, 308, 450	1 70
Brighton, pattern No. 448	1 51
Opera with top pattern No. 368	1 89
Extras:	
Colors, kid only	18
Two styles cut together	09
18-pair lots	06
12-pair lots	09
Samples:	
Six pairs or under; double price.	
More than six pairs; 1½ price.	

Sandals:

Patterns Nos. 343, 372, 430, one-straps; complete including right and left patterns	1 89
Patterns Nos. 330, 359, 362, 373, 431, two-straps; complete including right and left patterns	2 16
Pattern No. 380, one-strap; including right and left pattern	2 25
Pattern No. 389, two-strap; including right and left pattern	2 16
Pattern No. 422, three-strap	2 25
Patterns Nos. 447, 454, 459, 460, 461, 483, 484, 485, 486, 487 (base price)	1 62
Strap formation:	
One-strap	36
Two-strap	72
Three-strap	1 08

Miscellaneous patterns:

Pattern No. 175, A. C. slipper	1 44
Pattern No. 257, Congress	2 16
Pattern No. 366, C. S. bal.	1 89
Pattern No. 366½, button	2 15
Pattern No. 374, Princess	1 89
Pattern No. 376½, button	2 33

Oxford:

Base price	1 62
Seamless pattern No. 462	1 80

Juliets:

Base price	1 71
Complete with stay, patterns Nos. 325, 375	2 07
Complete with stay, pattern No. 387	2 16

Bals., Polish:

Base price, six-inch quarter	2 07
Seamless patterns Nos. 378, 428, 488	2 43

All other piece prices; 10% reduction.

Hour rate; \$0.95.

Machine cutting; 30% less than for cutting by hand.

Extras, women's shoes:

Tongues, regular oxford or Polish	18
Tips	18
Colors, kid only	18
Blucher formation, including pricking	18
Three-quarter foxing formation	18

Foxings:

Regular	36
Hooked	54

High shoes; over six inches and including eight inches

27

High shoes; over eight inches and including nine inches

45

Tongues of high shoes:

Over six inches and including eight inches	27
Over eight inches and including nine inches	36

Backstays:	Per 36 Pairs
Regular	\$0 18
Over six inches and including eight inches	27
Over eight inches and including nine inches	36
Pricking; per hole	00 $\frac{1}{16}$
Slots; per slot	00 $\frac{1}{16}$
Notches; per notch	00 $\frac{1}{8}$
Two styles cut together	09
18-pair lots	06
12-pair lots	09
Right and left patterns	09
Samples:	

Six pairs or under; double price.

More than six pairs; $1\frac{1}{2}$ price.

Cloth, felts and fabrics; 30% off leather prices.

Lining cutting; piece prices, 15% reduction.

Lining cutting; hour work, \$38 per week.

DICKINSON SHOE COMPANY

Cutting by hand (based on sheepskin, cabaretta and kid):

Men's work:

Everetts; quarter, vamp and top	1 40
Patterns Nos. 13, 56, Last Ever; quarter, vamp and top	1 53
Columbia Ever, including pricking	1 35
Kid vamp, pattern cloth quarter, Columbia (cut four-thick)	1 16
Romeos, including pricking	1 50
Tan sheep vamps	36
Black sheep vamps	36
Letting in Romeos	20
Men's Opera, crimped vamp	1 08
Opera band, No. 49, cut two-thick	505
Men's ties; quarter, vamp and top	1 33
Men's whole-quarter oxford	1 40
Burial slippers; vamps cut single, quarters four-thick	1 03
Burial pump	1 03
Youths'; less than men's	09
Little gent's; less than youths'	09

Women's work:

Whole-quarter oxford	1 55
Front-gore oxford	1 55
Whole-quarter blucher oxford and tongue, including pricking	1 84
Seamless or three-quarter-foxed pumps	1 26
Seamless or three-quarter-foxed Paris pump	1 39
Colonial pump, No. 65 pattern	1 55
Points	80
Flap slipper	80
Two-strap slipper, detached strap	1 55
Split Juliette or Princess	1 53
Toilet slipper	80
One-strap sandal	1 53
One-strap sandal, strap detached; including one hole in quarter	1 46
Two-strap sandal, blocked	1 53
Blucher oxford, outside stay and vamp strap combined	1 16
Blucher bal., outside stay and vamp strap combined	1 26
Serge buskins	16
Women's Juliette, whole vamps	1 40
Women's Princess	1 53
Women's front-seam slipper	1 40

Cutting by hand, canvas and all fabrics:

Women's Juliette, front seam, Princess	1 00
Women's oxford	1 12
Seamless or three-quarter-foxed pump	87
Seamless or three-quarter-foxed Paris pump	93
Women's blucher oxford	1 26
Women's one-strap sandal	87
Women's two-strap sandal	1 02
Women's sailor tie, pattern No. 10	97
Tips	13

Cutting by machine; 30% less than for cutting by hand.

Extras:	Per 36 Pairs
Tips	\$0 18
Colors, kid only	18
Small lots, 18 pairs or less on a width; per pair, \$0.005.	
Vamps only, 18 pairs or less on a width; per pair, \$0.0025.	
Samples:	
Six pairs or under; double price.	
More than six pairs; 1½ price.	
Leather linings:	
Two-strap	57
Pump	33
Everett	45
Kid top	18
Opera vamp lining, four to a pair	36
Opera quarter lining, four to a pair	30
Buskins	18
Whole sole lining, cut single	15
Linings:	
Drill Everett, vamp and quarter lining	17
Everett, imitation quarter and drill vamp	22
Romeo vamp lining	13
Romeo quarter lining	09
Blucher vamp drill lining	13
Blucher oxford, vamp and short drill quarter lining	22
Pump, serge, sandal, and oxford drill lining	13
Short drill vamp lining	09
Points, vamp and quarter drill lining	13
Romeo gores, Juliette and front gores	13
Front-seam slipper	17
Cutting by machine:	
Men's Romeo:	
Black	1 05
Colors	1 15
Men's Everett:	
Black	1 01
Colors	1 09
Women's oxfords	1 16
Women's one-strap sandal	1 09
Women's two-strap sandal	1 16
All other piece prices; 10% reduction.	
Hour work:	
Outsides, \$0.95 per hour.	
Cloth linings, \$38 per week.	
Leather linings, \$0.75 per hour.	

SHOE MANUFACTURERS — LYNN.

APRIL 4, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (53-55)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Cementing for machine presser (by hand or machine):		Per 36 Pairs
Straight tips		\$0 03
Polish fronts		03
Polish tops		03
Button tops		03
Button-flies, fronts		05
Cylinder vamps, including heels		08
Circular vamps		04
Oxford tops		03
Oxford fronts		03
Polish-oxford fronts, done single		045
Polish-oxford tops, done single		045
Blucher-oxford fronts		075
Blucher fronts		045
Pumps, including heels		075
Vamp lines		045
Straight foxing or finger foxing		045
High-cut; extra		015
Backstays:		
Up to four-inch		045
Over four-inch to six-inch		045
Over six-inch		045
Brogue vamps		045
Oxford tops and fronts, square corner		06
Polish-oxford fronts, done alone		045
Polish-oxford tops, done alone		045
Blucher-oxford tops and fronts, square-corner tops		075
Blucher-oxford fronts, done alone		045
Eyelet-tie quarter tops		06
Theo-tie quarter tops		06
Vamp throats		03
One-strap quarter:		
Heel seam to end of strap		06
Top and all around strap to vamp line, straight front strap		12
Top and all around strap to vamp line, curved front strap		12
Two-strap quarter:		
Done the same as one-strap quarter		12
Top and all around straps, straight front		24
Top and all around straps, curved front		24
Three-strap quarter:		
Top and all around straps, straight front		36
Top and all around straps, curved front		36
Circular foxing		045
Hook foxing		045
Brogue foxing		045
Finger foxing		045
Cementing French binding on Boston machine:		
Vamps		06
One-strap quarters		12
One-strap pump, closed		18
Sally vamp		18
Tongues		06
Priscilla tie		12
Seamless pump		12
Two-strap pump, closed		36
Cross-strap pump, closed		36
All-around vamp, four points		09
Two-strap quarter		24
Three-strap quarter		36
Four-strap quarter		48
One-strap pump, closed		18
One-strap Sally		36
Three-strap		48
Two-strap Sally		48

French-cord hand-pressing (supplemental to decision of March 28):

- Sally vamp, narrow conditions on strap; one-third of \$0.72 extra.
- One-strap quarter, narrow conditions on strap; one-third of \$1.08 extra.
- Two- or three-straps, narrow conditions; one-third of \$1.08 extra for second and third straps (each strap).

Shoes based on one-strap Sally with extra strap on vamp like first strap; \$0.72 extra for second strap (like the Patricia pattern in the Burdett Shoe Company and the Columbia pattern in V. K. & A. H. Jones & Thomas Company).	
Cementing ooze, cloth, satin and all fabrics; each part, extra, \$0.06.	
Top stitching (supplemental to decision of March 14):	
Polish or blucher boots with blind hooks	\$0 06
Tongue held on, Hollywood or California sandal (same as No. 810 in the Burdett Shoe Company):	
Base price	54
Trimming; extra	06
Long pointed strap, held on (including extras same as No. 810 in the Burdett Shoe Company)	99
Small strap, held on (same as No. 810 pattern in the Burdett Shoe Company)	36
V shape in bottom of tongue or strap, similar to C and D tongue on Holly- wood in Merrill, Porter & Co.	36
If trimmed; extra	06
Ball strap, held on (like No. 48 in Hennessey, Maxwell & Hennessey Shoe Company and No. 3040 in the MacLaughlin-Conway Shoe Company)	72
Cemented on	63
Vamp throat on pattern similar to No. 48 in Hennessey, Maxwell & Hennessey Shoe Company and No. 162223 in Strout, Stritter & Co., Inc:	
Held on	57
Cemented on	48
Long instep strap; same as No. 162223 in Strout, Stritter & Co., Inc.:	
Cemented on	96
Held on	1 14
Sewing on regular buttons:	
Singer machine:	
Boots; per 100 buttons, \$0.035.	
One-strap	10
One-strap, two-button	12
Two-strap	14
Three-strap	18
Reece or Peerless machine:	
Boots; per 100 buttons, \$0.03.	
One-strap	07
One-strap, two-button	09
Two-strap	11
Three-strap	15
Tying ends of button cord; per two ends per pair	09
An extra of \$0.02 per 12 pairs over regular price per 100 buttons for sewing buttons shall be paid when only 5 to 11 buttons are sewed on a shoe and the tag calls for more.	
Sewing on pearl, Milo, loose rivet or glass rivet buttons:	
Singer or Wire machine:	
Boots; per 100 buttons, \$0.04.	
One-strap	12
One-strap, two-button	15
Two-strap or cross strap (same as two-strap)	18
Three-strap	24
Reece or Peerless machine:	
Boots; per 100 buttons, \$0.035.	
One-strap	105
One-strap, two button	135
Two-strap	165
Three-strap	225
Tying ends of button cord and trimming; per two ends per pair	09
An extra of \$0.02 per 12 pairs over regular price per 100 for sewing buttons shall be paid when only 5 to 11 buttons are sewed on a shoe and the tag calls for more.	
Ensign lacing:	
Regular	10
Blind eyelets or any other shoe that has been paid for as blind eyelets	10

Barring:	Per 36 Pairs
Button or Polish, two bars to a pair	\$0 10
Blucher, four bars to a pair	16
Buttonhole-operating:	
4 and 4½, including bar:	Per 100 Holes
With 42 stitches	065
With 43 stitches	075
4 and 4½, all silk and reversed tension	08
4½ or long hole	08
4½ or long hole, all silk	08
All straps not attached, not trimmed	14
All attached straps, not trimmed	18
All attached straps on New Reece machine	23
White work	075
Gypsy blucher button	075
Slant holes; extra	005
Spacing; per dozen	02
Buttonhole-finishing:	
Women's and misses':	
Regular	055
High-cut	065
Extra high-cut	08
Children's and infants':	
Regular	04
High-cut	05
Little gent's	04

SHOE MANUFACTURERS — LYNN.

APRIL 4, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum, Borkum & Glott Company, Burdett Shoe Company, Capital Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Equity Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the lasting department. (29, 30)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, except A. Fisher & Son, Dickinson Shoe Company, G. W. Herrick Shoe Company and James W. Hitchings Company, Inc., for the work as there performed:

Tacking inners:	
Welt:	Per 36 Pairs
By hand, five tacks	\$0 21
By machine, five tacks	16
McKay:	
By hand	18
By machine	16
Trimming inners, by hand	18
Assembling for pulling machine:	
Including pasting counter inside and out, welt and McKay:	
Welt:	
By hand:	
Women's	78
Misses' and children's	69
Extra for tack in back of counter	09
By machine (including pasting counter, both sides, and tack in back of counter):	
Women's	60
Misses' and children's	54

McKay:

By hand:	Per 36 Pairs
Women's	\$0 78
Misses' and children's	69
Extra for tack in back of counter	09
By machine (including pasting counter, both sides and tack in back of counter):	
Women's	60
Misses' and children's	54

Extras:

Wetting toes	09
Wetting stitched-in boxes	09
Inserting boxes	09
Pasting toes	09
Putting papers in heels	09
Putting papers in toes	09
Long right and left counters	18
12-pair lots and under	18
Combination lots	18
Lasting up or down when shoes come large or small and have to be changed	36
When shoes are cut up or down and lasted and stockfitted accordingly; no extra.	

Pulling-over, Rex machine:

Welt:

Women's	60
Misses' and children's	54

McKay:

Women's	45
Misses' and children's	40

Extras:

Inserting boxes	09
Medallion or cut-out or stitching design when centering is required	09

Pulling-over by hand, all leathers, welt and McKay (including tacking inners, pasting toes, pasting counters, inserting boxes and putting tack in heel):

Women's	2 25
Misses' and children's	2 04

Extras:

Long right and left counters	18
Medallion, cut-out or stitching design when centering is required	15
Other extras as under extras on assembling for pulling machine, if not included in base.	

Old Rex system:

Assembling by hand, tacking shank by hand and pulling last	1 17
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Side-lasting, Consolidated machine:

Welt:

Women's	49
Misses' and children's	44

Extras:

Spindling, whole case, two sides	09
Long right and left counters	09
Tacking counters, separate shift	09
Tacking counters	09
No extra for pin racks.	
Pulling linings by hand pincers	09

McKay:

Women's	71
Misses' and children's	64

Extras:

Spindling, whole case, two sides	09
Tacking counters separately, turning back quarter	09
Pulling lining by hand pincers	09

Hand-pulling and side-lasting (including tacking inners, pasting toes, pasting counters, putting in box and putting tack in heel):

Welt:

Kid, cabaretta or side leather:

Women's	3 51
Misses' and children's	3 15

All other leathers and fabrics:	Per 36 Pairs
Women's	\$3 75
Misses' and children's	3 36
Extras:	
Medallion, cut-out or stitched design when centering is required	15
Long right and left counters	18
McKay:	
Women's	3 93
Misses' and children's	3 54
Extras:	
Medallion, cut-out or stitched design when centering is required	15
Long right and left counters	18
Side-lasting by hand, McKay:	
Women's	2 06
Long right and left counters; extra	18
Bed lasting (including pounding heelseat with hammer and ironing out wrinkles, welt and McKay):	
Welt:	
Kid, carbaretta or side leather:	
Women's	1 26
Misses' and children's	1 14
All other leathers and fabrics:	
Women's	1 35
Misses' and children's	1 23
Extras:	
Medallion tip	15
Patent tip when not on patent vamp	09
McKays, all leathers and fabrics:	
Women's	1 44
Medallion tip; extra	15
Lasting on Consolidated machine all around, McKay:	
Women's	1 32
Misses' and children's	90
Extras:	
Spindling whole case, if required, both sides	09
Tacking counters separately, turning back quarter	09
Medallion or stitching design on tips	09
Pounding on machine:	
After bed machine, toe and heel, women's	22
After Consolidated machine, toe and heel, women's	24
Pulling innersole tacks, McKay:	
One tack	09
Two tacks	12
Laying soles:	
Women's	32
Misses' and children's	29
Extras:	
Lifting flap, not cemented	06
Lifting flap, cemented	06
Nailing toe	21
Tacking shanks	09
Tacking all fillers	06
Pulling lasts, including cutting string:	
Without back tack	135
Including pulling back tack	15
Pulling back tack separately	06
Tacking straps	36
Reinforcing heelseats	09
Covered shoes:	
Whole cover, including trimming toe or stringing	72
Three-quarter cover, cut-off toe	60
Two-strap	36
Four-strap	42
Putting clips on covers:	
Outside	18
Inside	09

Cripples, when not the fault of the laster; 1½ price.	Per 36 Pairs
Samples, singles and specials, all operations; 1½ price.	
12 pairs and under; extra	\$0 18
Combination lots, 12 pairs and under; extra	18
Cushion or felt-covered innersoles:	
Pulling	27
Operating	09
Hand lasting, welts:	
Kid, cabaretta or side leather:	
Women's and little gent's	5 82
Misses', children's and infants'	5 59
All other leathers and fabrics:	
Women's and little gent's	6 98
Misses', children's and infants'	6 28
Extras:	
Medallion, cut-out or stitching design where centering is required:	
Operating	15
Pulling	15
Full covers	72
Three-quarter covers	60
Four-strap covers	42
Two-strap covers	36
Tacking straps	36
Trimming innersoles	18
Combination lots	18
12 pairs and under	18
Bluchers	18
Patent tips or patent heels	09
Leather box	18
Samples, singles and specials; 1½ price.	
Long right and left counters	18
Paper or cloth in toe or heel	09
Fargo tips	18
Pasting tips or vamp linings	09
Lasting up or down when shoes come large or small and have to be changed	36
When shoes are cut up or down and lasted and stockfitted accordingly; no extra.	
All other piece prices; 15% reduction.	
Hour work; \$0.85.	

G. W. HERRICK SHOE COMPANY

Machine work:	Per 12 Pairs
Wetting uppers	\$0 03
Assembling, including pasting counters	21
Tacking soles	06
Pulling-over:	
Cloth lining	24
Leather lining	28
Side-lasting	21
Tacking and trimming:	
Trimming and tack-pulling	14
Turning foreparts	10
Turning heels	07
Re-lasting:	
Tacking linings, oxford	09
Tacking shanks and filler	09
Pulling on lasts	12
Lacing and pounding up soles	15
Leather linings; extra	06
Rotary pounder:	
Ironing	15
Rolling	10
Patent leather; extra	12
Stitching	30

Hand work:	Per Pair
Two-piece Opera	\$0 19
Two-piece Faust	29
One-piece Faust	20
Cavalier	26
Extras:	
Cutting linings	01
Leather linings	02
Patent leather	03
Hour work; \$0.85.	
Samples; 1½ price.	

A FISHER & SON

Hand pulling:	Per 36 Pairs
Men's slippers	\$1 37
Oxfords, Juliets, sandals; lasts Nos. G64, 453, 8802, 51, 48 etc.	1 47
Boots, bals.; lasts Nos. 64, 453, 8802, 51, 48	1 56
Sandals, oxford; No. 8119 last	1 66
Dress shoes; lasts Nos. 1109, 1142, 55, 24, 1915	2 25
Extras:	
Wetting uppers	09
Pasting counters	09
High-cut	09
Fleece-lined	09
Wool-lined	09
Ball filling	06
Medallion	15
Tacking counters	09
Right and left counters	36
Lasting on Consolidated machine:	
Men's slippers	63
Sandals, Juliets, oxfords, bals., C. S. last	66
Juliets, oxfords, sandals, bals., boots; lasts Nos. G64, 8802, 453, 48 (comforts),	72
Dress shoes; lasts Nos. 24, 1109, 1142, 55, 1915, etc.	1 305
Extras:	
Tacking counters	09
Cutting toes	09
Spindling	09
Patent leather tip	09
Wool sheep-lined	18
Medallion	09
Sole-laying	24
All other piece prices; 15% reduction.	
Samples; 1½ price.	
Hour work; \$0.85.	

JAMES W. HITCHINGS COMPANY, INC.

Hand-lasting:	
Jumbo, Romeo and Everett	2 33
Lasting stitched-down	1 96
Second lasting	1 87
Sole-laying, regular	26
Four-stitch	29
Samples; 1½ price.	
Extras:	
All leather-lined or imitation	18
Quarter leather-lined	09
Box:	
One piece	09
Two pieces	18
All other piece prices; 15% reduction.	
Hour work; \$0.85.	

DICKINSON SHOE COMPANY

Lasting:

Men's:	Per 36 Pairs
Jumbo, last No. 96	\$2 02
Romeos, Everetts	1 87
Dead men's shoes	2 68
Operas	2 02

Women's:

Buskins	1 745
Boots, bals., Juliettes; plain, kid, canvas and other leather	2 41
Kid, sheepskin sandals, front-seam slipper; lasts Nos. 82, 97 (also canvas shoes)	2 02
Oxfords, pumps and sandals; patent Russia, gun metal, all lasts	2 80
Oxfords, pumps and sandals; lasts Nos. 84, 14, 23, 64, 87, 10, 12	2 41
Gypsy boots	3 16
Velvet boots	2 54

Extras:

All leather-lined or imitation	18
Quarters leather-lined	09
Samples	72

Box:

One piece	09
Two pieces	18

Sole-laying:

Women's deep shanks (regular work)	26
All others, including pumps	24

All other piece prices; 15% reduction.

Samples; 1½ price.

Hour work; \$0.85.

HUCKINS & TEMPLE, INC. — MILFORD.

APRIL 8, 1924.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and finishers. (20)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

Bottom-scouring, pinwheel and naumkeag attached:	Per 12 Pairs
Whole bottom and heel	\$0 1525
Bottom and shank	13
Heel	05
Samples; 1½ price.	

SHOE MANUFACTURERS — LYNN.

APRIL 11, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Colter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (60-62).

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Turning:	Per 36 Pairs
Polish, across top	\$0 18
Button, across top	24
Oxford tops	24
Oxford tops and fronts	33
Button boots, tops and flies	36

		Per 36 Pairs
Extras:		\$0 15
High-cuts, tops and fat ankles		06
Waved tops		03
Crescent or dome tops		03
When pieced-kid top stays are used		03
Closing-on turned work:		
Polish, across top		18
Button, across top		24
Oxford tops		24
Oxford tops and fronts		33
Button boots, tops and flies		36
Extras:		
High-cuts, tops and fat ankles		015
Waved tops		06
Crescent or dome tops		03
When pieced-kid top stays are used		03
Rubbing seams by machine:		
Short seams; oxfords, foxings and vamps		05
Foxed quarters		055
Whole quarters		07
Button-flies		055
Cloth seams; extra		02
Wetting seams; extra		015
Rubbing seams by hand:		
Short seams		06
Foxed quarters		075
Button-flies		075
Whole quarters		085
Cloth seams; extra		02
Wetting seams; extra		015
Perforating:		
Brogue foxing		21
Polish lace row, regular		21
Cylinder vamp:		
Done open, square throats eliminated		23
Closed, square throats eliminated		26
Circular vamp, square throat eliminated		18
Circular foxing		165
Button or Polish tops		18
Straight foxing		18
Vamp lines		165
Short, straight vamp lines, three inches or less in length		15
Straight tips		09
Pointed wing tips		30
Square wing tips		21
Oxford tops		18
Imitation oxford side stay		15
Brogue vamp		21
Hook foxing		27
Ball strap:		
Regular, three inches and under		24
Large, over three inches		27
Theo-tie or eyelet-tie quarters:		
With straight front		36
With curve at the bottom		39
Vamp throat		15
Egg-shaped vamp throat		15
Four straps to a pair:		
One row center, including stop		24
One row each side, including stop		48
One row all around		54
One-strap quarter; one row top, one row strap, including stop		33
Throat collars		18
Shield tips		20
Half-wing or short wing tip		24
One-strap quarter:		
One row top, making point at base of strap		40
One row top and one row strap, making point at base of strap		46
One row top and around strap, including ends		60
One row top, one row each side of strap, not making ends		54

Two-strap quarter:	Per 36 Pairs
One row top, making point at base of strap	\$0 66
One row top, one row each strap, making point at base of strap	79
One row top, one row each side of strap, not including ends of strap	90
One row top, around each strap, including ends	1 02
Three-strap quarter:	
One row top, making point at base of strap	92
One row top, one row on six straps	1 12
One row top, one row each side of strap	1 32
One row top and around each strap	1 50
Sally vamp, one row vamp, making point at base of strap	27
One row on vamp, making point at base, one row center of strap; Sally vamp	39
One row on vamp, all around strap, Sally strap	46
Circular overlap	20
Imitation vamp collar	18
Side of saddle	18
Fish-tail backstay	18
Regular backstay	15
Around Colonial tongue	27
Extras:	
High-cut	03
Points, two to a pair	09
(A point on perforating shall mean combination of point and curve; square corners are not considered points but come under the head of stops)	
Stops, four to a pair	06
(Stops are to include stops on square corners or at perforating or at pressing, but do not mean stopping at seams)	
Ten holes to an inch or more than ten holes	00 $\frac{1}{3}$
Blucher formation on bottom of lace row	03
Half-anchor formation on bottom of lace row	105
Full-anchor formation on bottom of lace row	21
Pinking, extra over perforating	00 $\frac{1}{3}$
Perforating after pinking	00 $\frac{1}{3}$
Perforating tip on punch machine, No. 1 straight tip	045
Medallion on Peerless or Knight machine; wing tip, straight tip or vamp	145
Center-marking tips for medallion	06
Center-marking vamps for medallion	12
Perforating designs in quarters on Peerless or Knight machine, four to a pair	28
Perforating vamps after top stitching, through the lining, Knight machines	21
Perforating quarters after top stitching, Knight machine	36
Changing gauge	09
Perforating with large punch, such as Maltese cross or double diamond; extra	00 $\frac{1}{3}$
Perforating through lining	00 $\frac{1}{3}$
Narrow condition on straps or collars, $\frac{7}{16}$ -inch or under	09
Tying in sizes, narrow tongues or collars	06
When figuring up imitation panels or designs that are combinations of lines, three cents shall be deducted from each line after the first one, for handling.	
Lining making:	
Closing and taping, three-needle machine	12
Closing without taping, two-needle machine	11
Silk top stays and barring silk tops; each	10
Kid top stays	15
Silk top on folder	12
Polish side stays	30
Blucher side stays	33
Button-flies	15
Button stays	11
Barring button-flies	18
Half toe lining or side seams, whole toe lining	24
All short and long seams in low-cuts and pieced top and side stay, closed	09
All short and long seams in low-cuts and pieced top and side stay, lap	12
Whole toe lining	30
Pressed silk, same as kid	15
Stitching Colonial tongue linings or circular throat of toe lining	30

	Per 36 Pairs
Stitching tape stays to lining with attachment	\$0 105
Half toe lining and holding back toe of quarter lining	27
Neverslips, No. 1	30
Neverslips, No. 2	39
Neverslips, No. 3	48
Neverslips, No. 4	57
Stitching labels, one to a pair	24
Stitching inlaid labels	30
Extras:	
High-cut shoes (above standard height):	
Per two seams	015
Per four seams	03
Pieced side stays	045
Pieced top stays	02
Top stays on shoes over 9 inches high	015
Right and left toe linings and quarter linings	06
Holding back tongues and straps when they interfere with the making of seams (actual interference must exist)	03
Centering toe lining or tongue lining	06
Lapping front or side seams on pump linings when not closed	06
Work done on Singer bobbin machine	03
Matchmarking	06
Closing-on bound work:	
One-strap shoe, closed	90
Theo tie	75
Two-strap shoe, closed	1 08
Three-strap shoe, closed	1 25
Mary Jane	1 08
Plain pump	63
One-strap, vamped	1 08
Sally vamp throat:	
Held on	63
Cemented on	54
One-strap Sally	1 26
One-strap quarters	54
Two-strap quarters	72
Three-strap quarters	99
Two-button one-strap	54
Points, two to a pair; extra	09
Binding with galloon binding after shoe is closed-on:	
One-strap shoe, closed	90
Theo tie	75
Two-strap shoe, closed	1 08
Three-strap shoe, closed	1 26
Mary Jane	1 08
Plain pump	63
One-strap, vamped	1 08
Sally vamp throat	71
One-strap Sally	1 26
One-strap quarters	54
Two-strap quarters	72
Three-strap quarters	99
Two-button one-strap	54
Points, two to a pair; extra	09
Collar conditions on vamps	12
Collar conditions on quarters	12

G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO., CHARLES O. TIMSON SHOE COMPANY — LYNN.

APRIL 18, 1924.

In the matter of the joint application for arbitration of a controversy between G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Merrill, Porter & Co. and Charles O. Timson Shoe Company, of Lynn, and employees in the stitching department. (85)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that the above-named employers in Lynn shall pay in the stitching department on all operations on novelty shoes the standard adjusted prices, and on the following operations on comfort shoes the standard adjusted prices:

Skiving; comfort shoes, boots, oxfords or pumps.
 Stamping linings.
 Marking on table.
 Perforating.
 Lining vamps.
 Cementing side stays.
 Rubbing seams.
 Top-stitching boots or oxfords, except closed-on oxfords.
 Backstay-stitching.
 Eyeletting.
 Buttonhole-operating.
 Sewing buttons.
 Lacing.
 Barring.
 Packing.
 Trimming.
 Tip-stitching.
 Hand or machine pressing.
 Toe-closing.
 Ironing tape on horse-shoe throats.

SHOE MANUFACTURERS — LYNN.

APRIL 18, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Company, A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (59)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Hand pressing; including cementing:	Per 36 Pairs
Straight tips	\$0 15
Polish fronts	27
Polish tops	18
Button tops	27
Button-flies, fronts	24
Cylinder vamps or seamless fronts:	
Including heels and cutting, closed	54
Open	45
Circular vamps, including cutting	39
Blucher Polish fronts	36
Pumps, including heels and cutting	54

	Per 36 Pairs
Finishing heels when pressed on machine	\$0 12
Vamp lines	27
Backstays, sides:	
Up to and including 4 inches	24
Over 4 inches, up to and including 6 inches	30
Over 6 inches	36
Brogue vamps, including cutting	45
Foxings:	
Circular	27
Hook:	
Closed	40
Open	46
Brogue:	
Closed	40
Open	46
Finger	24
Oxford tops and fronts, square corner	44
Polish-oxford fronts, done alone	20
Polish-oxford tops, done alone	27
Blucher-oxford tops and fronts, square-corner top	50
Blucher-oxford fronts, done alone	24
Eyelet-tie quarter tops, square top	50
Eyelet-tie quarter tops, square top, including vamp line	74
Theo-tie quarter tops, square top	50
Theo-tie quarter tops, square top, including vamp line	74
Theo-tie or eyelet-tie quarters with curve at bottom	66
One-strap quarter:	
Heel seam to end of strap	42
Top and all around strap to vamp line, straight front strap	72
Top and all around strap to vamp line, curved front strap	84
Two-strap quarter:	
Done the same as one-strap quarter	42
Top and all around strap:	
Straight front	1 68
Curved front	1 80
Three-strap quarter, top and all around strap:	
Straight front	2 64
Curved front	2 76
Circular overlap	48
Pressing two long and two short straps:	
Round ends	84
Plain ends	72
Pressing Colonial tongues, large tongue with one point	48
Small tongue, no point	39
Sally vamps:	
Straight sides, no end	84
With round-end strap	90
Sally vamp collars:	
Straight sides, no end	84
With round-end strap	90
Lattice tongues	57
Circular vamp collars:	
Outside	60
Inside	54
Circular throat collars:	
Outside	51
Inside	48
Vamp throats	39
Extras:	
Backed cloth or canvas, three-quarter vamps or pumps, not skived	06
Canvas shoes, not skived, tops	03
Fronts, not skived	03
Canvas circular vamps, not skived	03
Round corners over square corners:	
Two to a pair	03
Four to a pair	06
Dome or crescent tops	06
Waved tops	09

	Per 36 Pairs
Cloth, buck or ooze, for cement; per part	\$0 30
Points, two to a pair (square corners not considered points)	135
Cutting is included in price of cylinder or circular vamps or pumps; if done on other parts, two cuttings per pair	03
Narrow conditions on straps or collars, $\frac{1}{16}$ -inch or under; $1\frac{1}{2}$ price. (Explanation: measurement to be made before pressing)	
High-cuts	06
Pressing down hook-foxing seams	06
Pressing down seams on side, four to a pair	12
Collars or straps in sizes, when tied up separately	06
Fat-ankle Polish	09
Machine pressing, including cementing; $\frac{1}{8}$ less than for pressing by hand.	

SHOE MANUFACTURERS — LYNN.

APRIL 24, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Company, A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Company, Murphy, Gorman, Waterhouse, Sargent Shoe Co., Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the ironing department. (38, 39)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except A. Fisher & Son, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Merrill Porter & Co. and Charles O. Timson Shoe Company), for the work as there performed:

Cleaning and polishing on tree foot when not cleaned on power brush; patent leather:	Per 36 Pairs
Oxfords, pumps or one-straps	\$1 26
Oxfords, dull tops	1 26
Boots, dull tops	1 36
Second cleaning and polishing on tree foot after being first cleaned on power brush; patent leather:	
Oxfords, pumps or one-straps	65
Oxfords, dull tops	65
Boots, dull tops	72
Ironing (every shoe if required); patent leather:	
Oxfords, pumps or one-straps	36
Oxfords, dull tops	36
Boots, dull tops	54
Applying naphtha; patent leather:	
Oxfords, pumps or one-straps	15
Oxfords, dull tops	15
Boots, dull tops	15
Cleaning on tree foot when not cleaned on power brush; colored calf or side leather:	
Oxfords, pumps or one-straps	72
Boots	81
Ironing (every shoe if required); colored calf or side leather:	
Oxfords, pumps or one-straps	30
Boots	39
Dressing, first coat; colored calf or side leather:	
Oxfords, pumps or one-straps	18
Boots	21
Applying first coat of dope; colored calf or side leather:	
Oxfords, pumps or one-straps	24
Boots	33

	Per 36 Pairs
Polishing with rag on tree foot or polishing on power brush; colored calf or side leather:	
Oxfords, pumps or one-straps	\$0 54
Boots	72
Applying second coat of dope, separate handling; colored calf or side leather:	
Oxfords, pumps or one-straps	24
Boots	30
Dressing, second coat, separate handling; colored calf or side leather:	
Oxfords, pumps or one-straps	18
Boots	24
Cleaning on tree foot when not cleaned on power brush:	
Tan, brown or black kid:	
Oxfords, pumps or one-straps	54
Boots	60
Fancy colored kid:	
Oxfords, pumps or one-straps	72
Boots	81
Gun metal, side leather or velours calf:	
Oxfords, pumps or one-straps	30
Boots	36
Second cleaning, kid shoes; boots, oxfords, pumps or one-straps	24
Ironing (every shoe if required):	
Tan, brown or black kid:	
Oxfords, pumps or one-straps	36
Boots	45
Fancy colored kid:	
Oxfords, pumps or one-straps	45
Boots	54
Gun metal, side leather or velours calf:	
Oxfords, pumps or one-straps	30
Boots	39
Dressing, first or second coat, on tree foot; each coat:	
Black or colored kid:	
Oxfords, pumps or one-straps	18
Boots	21
Gun metal, side leather or velours calf:	
Oxfords, pumps or one-straps	18
Boots	21
Dressing, second coat, separate handling:	
Black or colored kid:	
Oxfords, pumps or one-straps	18
Boots	24
Gun metal, side leather or velours calf:	
Oxfords, pumps or one-straps	18
Boots	24
Cleaning and hand-brushing covered shoes on tree foot when not cleaned on power brush; suede, buck or ooze:	
Oxfords, pumps or one-straps	1 44
Cleaning covered shoes on tree foot when not cleaned on power brush:	
Canvas:	
Oxfords, pumps or one-straps	90
Boots	1 08
Satin:	
Oxfords, pumps or one-straps	90
Boots	1 08
Dressing on tree foot, first coat:	
Suede, ooze, buck or canvas:	
Oxfords, pumps or one-straps	30
Boots	36
Satin:	
Oxfords, pumps or one-straps	24
Boots	30
Cutting covers on treeing machine:	
Paper covers, whole	65
Cloth covers:	
Whole	48
Three-quarters	36
Two- or three-strap	18
Four-strap	24

Brush cleaning on power brush:

Wet cleaning:

Kid:

Per 36 Pairs

Oxfords, pumps or one-straps \$0 36

Boots 42

Colored calf or side leather:

Oxfords, pumps or one-straps 45

Boots 54

Patent leather:

Oxfords, pumps or one-straps 45

Oxfords, dull quarters 36

Boots, dull tops 45

Dry cleaning:

Black side leather, gun metal or velours calf:

Oxfords, pumps or one-straps 24

Boots 30

Extras:

Cleaning uncovered shoes; suede, buck, ooze, or canvas 1 00

Cleaning, ironing and dressing:

Two-strap 12

Three-strap 12

Front strap 15

Colonial tongue 24

Wood heels 27

Samples; $1\frac{1}{2}$ price.

Two-tone shoes where both leathers are worked on separately, two-thirds of the total price for each kind of leather. This does not apply to ironing unless each kind of leather is ironed at a separate handling.

Hour work; \$0.75.

66 pairs of misses' the same price as 60 pairs of women's.

72 pairs of children's and infants' the same price as 60 pairs of women's.

72 pairs of babies' the same price as 54 pairs of women's.

G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL PORTER & Co., CHARLES O. TIMSON SHOE COMPANY

Ironing on tree foot:

Per 36 Pairs

Kid Everett, Romeo, Opera, oxfords and sandals \$0 36

Kid boots, Cavalier and Faust 45

Patent leather, Everett, Romeo, Opera and oxfords 36

Patent leather, Faust and Cavalier 45

Dressing on tree foot; per coat:

Everett, Romeo, Opera, oxfords and sandals 18

Boots, Cavalier and Faust 18

Samples; $1\frac{1}{2}$ price.

Hour work; \$0.75.

A. FISHER & SON

Cleaning by machine brush:

Per 36 Pairs

Black slippers and comforts \$0 1075

Brown slippers and comforts 125

Dress shoes 18

Ironing:

Comforts 28

Dress shoes and high-cuts 36

Brushing, dress shoes:

Bottoms 1075

Heels 07

Samples; $1\frac{1}{2}$ price.

Hour work; \$0.75.

SHOE MANUFACTURERS — LYNN.

APRIL 25, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (65)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and investigated the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Samples:

One pair lots; double price.

Over one pair, up to and including twelve pairs; $1\frac{1}{2}$ price.

Over twelve pairs; 25% over the regular price or $1\frac{1}{4}$ price.

Small lots, twelve pairs or under; $1\frac{1}{4}$ price.

Combination lots; per 36 pairs:

Second width, \$0.03

Third width, .06

Fourth width .09

Fifth width, .12

Hour work; per hour, \$0.70:

Binding.

Fancy stitching.

Pump stitching.

Sample and all-round stitching.

Top stitching.

Vamping.

Hour work; per hour, \$0.60:

Backstay stitching.

Button sewing.

Buttonhole operating.

Buttonhole finishing.

Closing.

Closing-on.

Eyeletting.

Foxing stitching (except when done by fancy stitcher).

Hand pressing including cementing.

Lining making.

Machine pressing on Boston folder.

Perforating.

Skiving.

Staying.

Tip stitching (except when done by fancy stitcher).

Turning.

Hour work; per hour, \$0.45:

Barring.

Counting and marking by Eureka marker.

Ensign lacing.

Making covers.

Marking linings with pen and ink.

Rubbing seams by machine.

Stamping linings by machine.

Stitching tongue linings.

Taping on new Osgood machine.

Toe closing.

Zigzag toe plugs.

Hour work; first month, \$0.25; second month, \$0.30; third month, \$0.375; after six months' experience, \$0.40:

- Blacking.
- Buckling up buckles.
- Buttoning up buttons.
- Cementing backing by machine.
- Cementing backing by hand.
- Cementing stays by hand, with cement or glue.
- Cementing for machine presser by hand.
- Ironing tape or backing.
- Lining-in vamps.
- Marking.
- Marking for buttons.
- Backing.
- Rubbing seams by hand.
- Trimming.
- Trimming buckles after zigzag machine.

The Board further awards that the following rules (which have been agreed to by the parties), shall be in effect, the same to supersede any and all existing rules:

RULES.

1 To insure a fair division of the work a tag system shall be used on all operations where there are two or more operators working.

2. Each operator is entitled to one lot of work in his box besides the one he is working on, providing this amount of work does not exceed a day's work for the operator.

3. Any operator having one lot in the box besides the one he is working on, or any operator having a full day's work, may be passed.

4. An equal division of work shall be made during slack time, provided however, that no operator shall be given more work than he can complete in one day.

5. During dull season no operator should be laid off except such as have been specifically hired for a short period of time to help out.

6. No operator shall be compelled to pay for damaged shoes unless it can be clearly shown to be the fault of the operator.

7. Any damaged parts or shoes in question that are to be charged shall first be shown to the operators, a charge slip presented to them to sign before such charge is made. If any question arises over the justice of such charge, the parts or shoes in question shall be reported to the stitchers' executive board for decision. If the decision of the executive board is that the damage is not the fault of the operator, the matter then becomes a subject for arbitration under the provisions of the agreement.

8. Shoes damaged in departments other than the stitching room shall not be done over free of charge. Each shoe shall be paid for as one pair.

9. Any operator that is hired for any specific part must be paid the hour price as such part or operation calls for by the list of hour rates when working on any hour basis, except in case the work done shall be of such nature that the hour rates would call for higher rating; then the higher hour rate shall be paid.

10. If any operator has to wait for work one hour for any cause other than the breaking of any part of the machinery of the plant, or for conditions arising over which the head of the department has no responsibility or control, shall go home and no more work shall be given out that day on that particular part or operation.

11. Each operator shall report to the head of the department when he gets caught up and if he does not receive work in one hour from the time reported shall go home. The rest of the operators on that particular part or operation must finish all the work that they have in their boxes before going out.

12. Work to be held in their box for operators for one hour from the time they are ordered to report to work. Executives may distribute said work after the expiration of said hour either during slack or rush periods.

13. During slack time operators shall report for work as requested and at any time during the morning and up to 2 P.M., but will not be required to wait for work longer than one hour from the time ordered to report.

14. Each operator shall be responsible for the cleaning of the parts of his or her machine or bench. Said machine or bench must be kept clean.

15. Each case must be counted by every operator and in case of shortage reported to the foreman or forelady. Any shortage not so reported may be charged to the last operator handling the same.

16. Operators must see that their work is done properly and must avoid all waste. The operators will be held personally responsible.

17. Operators shall receive slips for correction from the office within at least forty-eight hours after sending them in, and if required must send slips daily.

18. The shoes damaged in the stitching room shall be done over by the operators free of charge.

19. Fancy shoes and special patterns or operations, the prices shall be figured from the new base price on regular work on all such operations.

20. If it is not possible to arrive at the exact price to be paid for operations on new work, the operators will send their numbers in, in any event, and the manufacturer will pay on account, pending adjustment of the prices.

V. & F. W. FILOON COMPANY — BROCKTON.

APRIL 30, 1924.

In the matter of the joint application for arbitration of a controversy between V. & F. W. Filoon Company, of Brockton, and employees. (69)

The Board awards that the following prices shall be paid by V. & F. W. Filoon Company at Brockton for the work as there performed:

	Per 48 hours
Cutting innersoles	\$33 00
Sorting innersoles	31 00
Cutting innersoles and counters combined	33 00

MONTELLO HEEL COMPANY — BROCKTON.

APRIL 30, 1924.

In the matter of the joint application for arbitration of a controversy between the Montello Heel Company, of Brockton, and employees. (70)

The Board awards that the following prices shall be paid by the Montello Heel Company at Brockton for the work as there performed:

	Per 48 Hours
Cutting innersoles	\$33 00
Sorting innersoles	31 00
Cutting innersoles and counters combined	33 00

WIND INNERSOLE AND COUNTER COMPANY — BROCKTON.

APRIL 30, 1924.

In the matter of the joint application for arbitration of a controversy between the Wind Innersole and Counter Company, of Brockton, and employees. (71)

The Board awards that the following prices shall be paid by the Wind Innersole and Counter Company at Brockton for the work as there performed:

	Per 48 Hours
Cutting innersoles	\$33 00
Sorting innersoles	31 00
Cutting innersoles and counters combined	33 00

SHOE MANUFACTURERS — LYNN.

APRIL 30, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the edgemaking department. (32-34)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except J. J. Grover's Sons Company, A. E. Little Company, Sargent Shoe Company, Watson Shoe Company, Williams, Clark & Co.; A. Fisher & Son, Dickinson Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., and Merrill, Porter & Co.), for the work as there performed:

Edgetrimming:

McKay, women's:	Per 12 Pairs
Single sole	\$0 215
Tap sole	23
English welt	30

Samples:	Per Pair
Heel shoes	\$0 04
Spring-heel shoes	05
Small lots, 6 pairs and under:	
Heel shoes	04
Spring-heel shoes	05

Turns, women's:

Ball to ball	16
Heel to heel	19
Samples:	
Heel shoes	03
Spring-heel shoes	04
Small lots, 6 pairs and under:	
Heel shoes	03
Spring-heel shoes	04

Extras:

Randing or boning	03
Knitting	06
Wetting:	
Foreparts and shanks	06
Foreparts	03
Heels	03
Wood heels	06

Welts, women's:

Regular work	35
Rubber, Juniper and ivory soles and ivory welts	38
Spring-heels only	12
Samples:	
Heel shoes	04
Spring-heel shoes	05
Small lots, 6 pairs and under:	
Heel shoes	04
Spring-heel shoes	05

Extras:

Jointing or knifing and randing	07
Wetting:	
Foreparts and shanks	06
Foreparts	03
Spring-heels	03
Rounding heels	09
Wood heels	06

Crepe rubber soles (according to method); 20% reduction.

All other piece prices; 12½% reduction.

66 pairs of misses' shoes the same as 60 pairs of women's shoes.

72 pairs of children's and infants' shoes the same as 60 pairs of women's shoes.

72 pairs of babies' shoes (sizes 2 to 5) the same as 54 pairs of women's shoes.

Hour work; \$0.80.

Edgesetting:

McKay, women's:

Single soles:	
Set once	215
Set twice	275
Foreparts set twice, shanks once	245
Tap soles:	
Set once	23
Set twice	29
Foreparts set twice, shanks once	26

CONCILIATION AND ARBITRATION

English welts:		Per 12 Pairs
Set once		\$0 23
Set twice		29
Samples:	Per Pair	
Heel shoes	\$0 04	
Spring-heels shoes	05	
Small lots, 6 pairs and under:		
Heel shoes	04	
Spring-heel shoes	05	
Turns women's:		
Set once		19
Set twice		25
Foreparts set twice, shanks once		22
Samples:		
Heel shoes	03	
Spring-heel shoes	04	
Small lots, 6 pairs and under:		
Heel shoes	03	
Spring-heel shoes	04	
Extras:		
Wheeling, by hand or machine		05
Uncovered fancy colors of a delicate nature		04
White or yellow stitch		04
Painting edges, white paint		09
Wood heels		06
Welt's womens:		
Set once		215
Set twice		35
Samples:		
Heel shoes	04	
Spring-heel shoes	05	
Small lots, 6 pairs and under:		
Heel shoes	04	
Spring-heel shoes	05	
Extras:		
Wheeling:		
By hand		05
Once on Goodyear edgsetting machine in conjunction with edgsetting		05
White or yellow stitch on natural lip, red or black edge		04
Uncovered fancy colors of a delicate nature		04
Wood heels		06
Crepe rubber soles, set once	03	

All other price prices; 12½% reduction.

66 pairs of misses' shoes the same as 60 pairs of women's shoes.

72 pairs of children's and infants' shoes the same as 60 pairs of women's shoes.

72 pairs of babies' shoes (sizes 2 to 5) the same as 54 pairs of women's shoes.

Hour work; \$0.80.

SARGENT SHOE COMPANY, WATSON SHOE COMPANY, WILLIAMS, CLARK & Co.

Edgetrimming:

Welts, women's:	Per 12 Pairs
Regular work	\$0 38
Rubber, Juniper and ivory soles and ivory welts	41
Samples:	Per Pair
Heel shoes	\$0 05
Small lots, 6 pairs and under	05
Extras:	
Jointing or knifing and randing	07
Wetting:	
Foreparts and shanks	06
Foreparts	03
Spring-heels	03
Rounding heels	09
Wood heels	06

Crepe rubber soles (according to method); 20% reduction.

Edgesetting:		Per 12 Pairs
Welts, women's:		
Set twice		\$0 38
	Per Pair	
Samples, heel shoes	\$0 05	
Small lots, 6 pairs and under	05	
Extras:		
Wheeling:		
By hand		05
Once on Goodyear edgsetting machine in conjunction with edgsetting		05
White or yellow stitch on natural lip, red or black edge		04
Uncovered fancy colors of a delicate nature		04
Wood heels		06
Crepe rubber soles, set once		03
All other piece prices; 12½% reduction.		
66 pairs of misses' shoes the same as 60 pairs of women's shoes.		
72 pairs of children's and infants' shoes the same as 60 pairs of women's shoes.		
72 pairs of babies' shoes (sizes 2 to 5) the same as 54 pairs of women's shoes.		
Hour work; \$.80.		

J. J. GROVER'S SONS COMPANY, A. E. LITTLE COMPANY

Edgetrimming:		Per 12 Pairs
Welt's, women's:		
Regular work		\$0 38
Rubber, Juniper and ivory soles and ivory welts		41
Samples:	Per Pair	
Heel shoes	\$0 05	
Small lots, 12 pairs and under	05	
Extras:		
Jointing or knifing and randing		07
Wetting:		
Foreparts and shanks		06
Foreparts		03
Spring-heels		03
Rounding heels		09
Wood heels		06
Crepe rubber soles (according to method); 20% reduction.		
Turns, women's:		
Ball to ball		185
Heel to heel		215
Samples; heel shoes	04	
Small lots, 12 pairs and under; heel shoes	04	
Extras:		
Randing or boning		03
Knifing		06
Wetting:		
Foreparts and shanks		06
Foreparts		03
Heels		03
Wood heels		06
Edgesetting:		
Welts, women's:		
Set twice		38
Samples; heel shoes	05	
Small lots, 12 pairs and under	05	
Extras:		
Wheeling:		
By hand		05
Once on Goodyear edgsetting machine in conjunction with edgsetting		05
White or yellow stitch on natural lip, red or black edge		04
Uncovered fancy colors of a delicate nature		04
Wood heels		06
Crepe rubber soles, set once	03	

Turns, women's:		Per 12 Pairs
Set once		\$0 215
Set twice		28
Foreparts set twice; shanks once		25
	Per Pair	
Samples; heel shoes	\$0 04	
Small lots, 12 pairs and under; heel shoes	04	
Extras:		
Wheeling, by hand or machine		05
Uncovered fancy colors of a delicate nature		04
Wood heels		06

All other piece prices; 12½% reduction.

66 pairs of misses' shoes the same as 60 pairs of women's shoes.

72 pairs of children's and infants' shoes the same as 60 pairs of women's shoes.

72 pairs of babies' shoes (sizes 2 to 5) the same as 54 pairs of women's shoes.

Hour work; \$0.80.

DICKINSON SHOE COMPANY

Edgetrimming:		Per 36 Pairs
Everetts, buskins, 3 points; boys' and youths'		\$0 245
Romeos, oxfords, Juliettes, pumps, strap sandals, Mary Janes		28
Burial slippers		35
Men's and women's, Fair-stitched		35
Samples; per pair, \$0.02.		
Singles pairs, 6 and under; per pair, \$0.02.		
Edgesetting:		
Everetts, buskins, 3 points; boys' and youths', black edges		28
Romeos, oxfords, Juliettes, pumps, strap sandals, Mary Janes; black edges		315
Burial slippers		385
Men's and women's, Fair-stitched; black edges		42
Samples; per pair, \$0.02.		
Single pairs, 6 and under; per pair, \$0.02.		
Painting edges once after setting in gum; extra, per 12 pairs, \$0.04.		
Hour work; \$0.80.		

A. FISHER & SON

Edgetrimming:		
Men's slippers, one cutter		33
Comfort shoes, one cutter		33
Comfort shoes, two cutters		45
High boots, two cutters		60
Edgesetting:		
Men's slippers, one setting		33
Comfort shoes, one setting		33
Comfort shoes, two settings		45
High McKay boots, one setting		60
All other piece prices; 12½% reduction.		
Samples; 1½ price.		
Single pairs, 6 and under; 1½ price.		
Hour work; \$0.80.		

G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO.

Edgetrimming:		Per 12 Pairs
Men's turn slippers, one cutter		\$0 14
Women's turns:		
One cutter		14
Two cutters		18
Hollywood or similar type of shoes:		
Heel to heel, one cutter		15
Heel to heel, two cutters		18
Edgesetting:		
Men's turn slippers, one iron		14
Women's turns:		
One iron		14
Two irons		18
Uncovered fancy colors of a delicate nature; extra		04

Hollywood or similar type of shoe:	Per 12 Pairs
Heel to heel, one setting	\$0 15
Heel to heel, two settings	18
All other piece prices; 12½% reduction.	
Samples; 1½ price.	
Single pairs, 6 and under; 1½ price.	
Hour work; \$0.80.	

JAMES W. HITCHINGS COMPANY, INC.

Edgetrimming:

McKay slippers:

One cutter,	12
Two cutters	15

McKay comforts:

One cutter	15
Two cutters	18

Stitched-down slippers, one cutter	30
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Edgesetting:

McKay slippers; one iron, set once	12
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McKay comforts:

One iron, set once	15
Two irons, set once	18

Stitched-down slippers:

One iron, set once	18
Set twice	30

Samples; 1½ price.

Single pairs, 6 and under; 1½ price.

Hour work; \$0.80.

All other piece prices; 12½% reduction.

SHOE MANUFACTURERS — LYNN.

APRIL 30, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Colter Shoe Co., A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Co., Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan, Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Co., Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the solefastening department. (35-37)

The Board awards that the following prices shall be paid by the above-named employers at Lynn (except A. Fisher & Son, Dickinson Shoe Company and James W. Hitchings Company, Inc.), for the work as there performed:

Goodyear welting:

Economy innersoles, butt to butt:

Women's and boys'	Per 12 Pairs
Misses', youths' and children's	\$0 29
Infants'	25
	215

Leather innersoles:

Women's and boys'	32
Misses', youths' and children's	28
Infants'	245

Ivory welt; extra

	04
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Right and left counters, leather innersoles, Orthopedic last

	38
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Around the heel, no splicing by operator; 1½ price.

Around the heel and splicing by operator; Economy innersoles:

Women's and boys'	525
Misses', youths' and children's	48
Infants'	45

Cork welt, imitation cork welt; one operation, butt to butt; 1½ price.

76	CONCILIATION AND ARBITRATION	Per 12 Pairs
Goodyear Rapid stitching:		
Fair or fudge stitch; heel shoes; 9 stitches or less, butt to butt, leather soles:		
Women's and boys'		\$0 32
Misses' and youths'		28
Children's and infants'		25
Misses' spring-heel, leather sole, butt to butt; extra		055
Children's and infants' spring-heel not exceeding $\frac{5}{16}$ -inch; butt to butt, leather sole; no extra.		
Each additional two stitches or fraction thereof, over nine stitches		03
Ivory welt or sole; extra		055
U. S. M. C. or Arch Angel arch-support shank, butt to butt:		
Fudge stitch		37
Fair stitch		44
Preventor arch-support shank, butt to butt; extra		055
Rubber soles, regular, butt to butt		32
Imitation cork welt, butt to butt; extra:		
Natural or black, aloft work		10
Ivory, aloft work		155
Natural or black, channel work		10
Ivory, channel work		155
Around the heel, regular leather sole, $1\frac{1}{2}$ price.		
Crepe single-unit soles, women's and boys':		
Not exceeding $\frac{5}{16}$ -inch, butt to butt		40
Not exceeding $\frac{5}{16}$ -inch, including around heel		60
Crepe double-unit soles, women's and boys'; first operation including around heel		57
Duflex rough-grip rubber sole with spring-heel; butt to butt		54
Roughrounding:		
Butt to butt, heel shoes, leather soles:		
Women's and boys'		1275
Misses' youths' and children's		1125
Infants'		1125
Spring-heels, misses', children's and infants'; butt to butt, leather soles; no extra.		
Ivory welt or sole; extra		02
Imitation cork welt, butt to butt; extra:		
Natural or black, aloft work		025
Ivory, aloft work		045
Natural or black, channel work		05
Ivory, channel work		07
Around the heel, regular leather sole; $1\frac{1}{2}$ price.		
Around the heel on spring-heels on misses', children's and infants' where a lift not exceeding $\frac{3}{16}$ -inch is used; $1\frac{1}{2}$ price.		
Crepe single-unit soles, women's and boys' (Model E machine); not exceeding $\frac{5}{16}$ -inch including around heel		30
Crepe double-unit soles, women's and boys' (Model E machine); first operation including around heel		275
Duflex rough-grip rubber sole with spring-heel; two operations including around heel		60
Bostock crepe rounding machine; second operation on double-unit soles:		
Crepe sole without heel, including around heel		275
Crepe sole with heel, including around heel		325
Samples, or singles, six pairs and under; $1\frac{1}{2}$ price.		
Hour work; \$0.95.		
All other piece prices; $12\frac{1}{2}\%$ reduction.		
McKay sewing:		
Women's, regular work:		
$2\frac{1}{2}$ to 3 stitches to the inch		16
$4\frac{1}{2}$ to 5 stitches to the inch		24
Strap shoes; no extra.		
Covered shoes; no extra.		
Sewing around pointed or receding toe; extra		03
(Explanation: measurement of toe where extra is to be applied is as follows; less than $\frac{9}{16}$ -inch on the last and $\frac{3}{16}$ -inch from end of toe of last.)		
All other extras eliminated.		
McKay sewing where welt attachments are used:		
Fudge stitch, ball to ball		12
Fudge stitch, heel to heel		18

	Per 12 Pairs
Surface stitch, ball to ball	\$0 135
Surface stitch, heel to heel	195
Fudge stitch; taps and welt stuck on, ball to ball	09
Fudge stitch; double soles and welt stuck on, heel to heel	135
Surface stitch; taps and welt stuck on, ball to ball	12
Surface stitch; double soles and welt stuck on, heel to heel	18
Rope stitch; extra	01
Samples and singles, six pairs and under; $1\frac{1}{2}$ price.	
66 pairs of misses' the same as 60 pairs of women's.	
72 pairs of children's and infants' the same price as 60 pairs of women's.	
Fair stitching; white ivory welting pointed toe:	
Fudge stitch, ball to ball	18
Fudge stitch, heel to heel	27
Surface stitch, ball to ball	195
Surface stitch, heel to heel	29
Soles to come in temper to McKay sewers.	
All other piece prices; $12\frac{1}{2}\%$ reduction.	
Hour work; \$0.80.	

A. FISHER & SON, DICKINSON SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC.

McKay sewing:

Slippers, Juliets and bals., including around the heel	12
Hour work; \$0.80.	

A. FISHER & SON

McKay sewing, including around the heel:

Sandals and oxfords	15
High-heel sandals	13
Boots and dress shoes	15
Hour work; \$0.80.	

WATSON SHOE COMPANY — LYNN.

MAY 6, 1924.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and vampers. (94)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence, the Board determines that the vamer in question shall not be reinstated by the Watson Shoe Company as the company was within its rights in discharging him.

SHOE MANUFACTURERS — LYNN.

MAY 8, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Colter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (56-58)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

	Per 36 Pairs	
	Bunches	Singles
Blacking edges:		
Circular vamp	\$0 06	\$0 09
Cylinder vamp	09	12
Foxing, four to a pair	06	09
Backstays	03	09
Tips	03	06
Wing tips	06	09
Polish top and front after top stitcher		12
Polish front alone after top stitcher		07 5
Plain pumps		12
Oxford tops		09
Ball straps, both sides		09
Blacking edges after top stitching with different colored lining done single; extra		03
Polish or oxford top and front after top stitcher		12
Theo tie after pump stitcher		18
One-strap shoe after pump stitcher		26
Two-strap shoe after pump stitcher		34
Three-strap shoe after pump stitcher		42
Theo-tie quarters after top stitcher		12
One-strap quarters after top stitcher		16
Two-strap quarters after top stitcher		24
Three-strap quarters after top stitcher		32
Vamp collars		11
Quarter collars, four to a pair, bottom		15
Vamp lines, boots or oxfords		09
Blacking cut-outs:		
Numbers of cut-outs per pair:		
Two		09
Four		17
Six		25
Eight		33
Ten		36
Twelve		39
Fourteen		42
Sixteen		45
Eighteen		48
Twenty		51
Twenty-two		54
Twenty-four		57
Twenty-six		60
Twenty-eight		63
Thirty		66
Thirty-two		69
Thirty-four		72
Forty		78
Buckling up-buckles:		
One-strap		12
Two-strap		21
Three-strap		30
Four-strap		39
Putting strap through loop or slot of center strap:		
One strap		09
Two straps		18
Sewing on buckles:		
Old-style zig zag machine:		
One-strap		36
Two-strap		54
Three-strap		72
New singer machine:		
One-strap		18
Two-strap		27
Three-strap		36

Marking cut-outs:

Number of cut-outs per pair:	Per 36 Pairs
Two	\$0 10
Four	18
Six	26
Eight	34
Ten	37
Twelve	40
Fourteen	43
Sixteen	46
Eighteen	49
Twenty	51
Twenty-two	54
Twenty-four	57
Twenty-six	60
Twenty-eight	63
Thirty	66
Thirty-two	67
Thirty-four	70
Forty	73

French-cord stitching:

Plain pump, eliminating square throat	72
Theo ties	1 08
One-strap shoe	1 62
Two-strap, cross-strap or one-strap Colonial tongue or one-strap Sally	2 07
Three-strap shoe or two-strap Sally	2 52
Four-strap shoe or three-strap Sally	2 97
One-strap, center buckle	1 80
Two-strap, center buckle	2 34
Three-strap, center buckle	2 88
Four-strap, center buckle	3 42
Mary Jane	1 71
Mary Jane with extra strap	2 16
Plug oxford	1 17
Gore quarter or Colonial quarter	48
Sunburst or two-button shoe	2 25
Sunburst quarter separate	90
Tongue on Sunburst, separate	1 35
One-strap shoe with split strap	1 80
One-strap shoe with three forks	1 98
Small tongue; round end, one point	36
Large tongue; two or three points	54
Large tongue; round end, one point	45
Small tongue; two or three points	45
Quarters, done open:	
One-strap	1 08
Two-strap	1 53
Three-strap	1 98
Four-strap	2 43
Vamp throats	36
Egg-shaped vamp throats	54
Anklet quarter:	
Like circular foxing with strap from heel	1 08
With strap at heel and strap at front	1 53
Circular vamp when top-stitched all around to bottom of vamp	48
Sally vamp	81
Straps, four to a pair; two long and two short	90
One-eyelet or two-eyelet-tie quarters or blucher quarters	60
Gore-pump quarters, including front	66
Extras:	
Points, two to a pair	09
Diamond points, two a pair	09
(A point is a combination of curve and stop; square corners are not termed points.)	
Narrow conditions, under $\frac{6}{16}$ -inch in width; straps or collars; $\frac{1}{3}$ extra.	
Collar conditions	50

Binding, imitation French binding:

Per 36 Paris

 $\frac{1}{10}$ -inch or less, but more than $\frac{1}{16}$ -inch, on the outside:

Plain pumps, closed (all throats)	\$0 72
Theo tie, closed	1 08
One-strap shoes, closed	1 62
Two-strap shoes, or one-strap Colonial with tongue or cross strap, closed	2 07
Three-strap shoes, closed	2 52
One-strap Sally, closed	2 07
Two-strap Sally, closed	2 52
Plug pump or pointed-throat pump, closed	81
Vamp throats	36
Vamp throats, egg-shaped	54
Circular vamps	48
Straight-top Colonial quarters	42
Theo-tie quarters	54
One-strap quarters	1 08
Sally-strap circular vamps	72
Straps, four to a pair (two long and two short)	1 08
Large Colonial tongue with point on top	45
One-strap Colonial (attached tongue with round top)	2 07
Mary Jane	1 71
Sally-strap vamp throat	66
One-eyelet or two-eyelet-tie quarters or blucher quarters	54
Mary Jane with extra strap	2 16
Gore-pump quarter, to top only	48
Gore-pump quarter, including front	72
One-strap shoe with split strap on top	1 80
One-strap shoe with three forks	1 98
Small tongue with round ends	36
Large tongue with round ends	45
Sunburst quarter, done separately	81
Sunburst, done separately	1 26
Two-button shoe like Sunburst	2 07

 $\frac{1}{8}$ -inch or less on the outside; 16 $\frac{2}{3}$ % more than the above prices.Binding, imitation French binding; more than $\frac{1}{10}$ -inch on the outside:

Plain pumps, closed (all throats)	60
Theo tie, closed	96
One-strap shoes, closed	1 44
Two-strap shoes or one-strap Colonial with tongue or cross strap, closed	1 89
Three-strap shoes closed	2 34
One-strap Sally, closed	1 89
Two-strap Sally, closed	2 34
Plug pump or pointed-throat pump, closed	69
Vamp throats	33
Vamp throats, egg-shaped	48
Circular vamps	42
Straight-top Colonial quarters	36
Theo-tie quarters	48
One-strap quarters	96
Sally-strap circular vamps	66
Straps, four to a pair (two long and two short)	96
Large Colonial tongue with point on top	39
One-strap Colonial (attached tongue with round top)	1 89
Mary Jane	1 44
Sally-strap vamp throat	60
One-eyelet or two-eyelet-tie quarters or blucher quarters	48
Mary Jane with extra strap	1 89
Gore-pump quarter, to top only	42
Gore-pump quarter, including front	66
One-strap shoe with split strap on top	1 50
One-strap shoe with three forks	1 71
Small tongue with round ends	30
Large tongue with round ends	39
Sunburst quarter, done separate	69
Sunburst, done separate	1 08
Two-button shoe like Sunburst	1 89

Extras:

Points, two to a pair	Per 36 Pairs
Narrow or collar condition	\$0 09
(Explanation: where such conditions cause interference with work going through folder.)	09

A. FREEDMAN & SONS, INC. — BROCKTON.

MAY 15, 1924.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and lasters. (23)

The Board awards that \$0.24 per 24 pairs more than for regular work shall be paid by A. Freedman & Sons, Inc., at Brockton for side-lasting by machine shoes with long inside counters, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHARLES A. EATON COMPANY — BROCKTON.

MAY 15, 1924.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and lasters. (73)

The Board awards that \$0.15 per 24 pairs extra shall be paid by Charles A. Eaton Company at Brockton for side-lasting by machine the "Little Process" shoe (the inside shank being lasted by hand), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

MAY 16, 1924.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and employees. (524)

The Board awards that there shall be no change in the prices paid by the L. Q. White Shoe Company to its employees at Bridgewater for the work as there performed.

A. FISHER & SON — LYNN.

MAY 16, 1924.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, shoe manufacturer of Lynn, and lasters. (31)

The Board awards that the following prices shall be paid by A. Fisher & Son at Lynn, for the work as there performed:

Assembling and staple-lasting stitched-down shoes, including tacking inner- soles:	Per 36 Pairs
Men's	\$1 98
Women's	1 80
Misses' and children's	1 62

SHOE MANUFACTURERS — LYNN.

MAY 16, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayton Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company,

Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (76, 77)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Foxing stitching:	Per 36 Pairs
Plain or staple shoes, oxfords and boots:	
Hook foxing, held on:	
One row single or two rows close	\$0 60
Two rows, space	66
Two rows, single	90
Imitation hook foxing:	
One row single or two rows close	30
Two rows, space	36
Two rows, single	60
Brogue foxing, held on:	
One row single or two rows close	80
Two rows, space	86
Two rows, single	1 20
Imitation brogue foxing:	
One row single or two rows close	40
Two rows, space	45
Two rows, single	80
Circular foxing, held on:	
One row single or two rows close	54
Two rows, space	60
Two rows, single	72
Finger foxing, held on:	
One row single or two rows close	48
Two rows, space	54
Two rows, single	72
Imitation circular foxing:	
One row single or two rows close	27
Two rows, space	33
Two rows, single	54
Novelty shoes:	
Hook foxing, held on:	
One row, single or two rows close	78
Two rows, space	84
Two rows, single	1 17
Imitation hook foxing:	
One row single or two rows close	39
Two rows, space	45
Two rows, single	78
Brogue foxing, held on:	
One row single or two rows close	95
Two rows, space	1 01
Two rows, single	1 40
Imitation brogue foxing:	
One row single or two rows close	475
Two rows, space	535
Two rows, single	95
Circular foxing, held on:	
One row single or two rows close	72
Two rows, space	78
Two rows, single	1 08
Finger foxing, held on:	
One row single or two rows close	60
Two rows, space	66
Two rows, single	90
Imitation circular foxing:	
One row single or two rows close	36
Two rows, space	42
Two rows, single	72
Foxing stitching; extras (applying to either or both of the foregoing lists):	
Finger foxing, half bar on end of finger	105
Points, two to a pair	09
Matchmarking	06

Per 36 Pairs

Held-in plugs on brogue or Tuxedo	\$0 12
Stitching imitation foxing with tape, circular foxing	06
Hook foxing	09
Brogue foxing	09
Pinked work on foxing stitching; $\frac{1}{2}$ of first-row price extra.	
Fancy stitching:	
Imitation lace row, Polish, regular height	27
Imitation lace row, Polish, regular height; two-needle, space or close	33
Top of Polish	21
Top of Polish; two-needle, space or close	24
Imitation lace row on oxford	21
Imitation lace row on oxford; two-needle, space or close	24
Top of oxford	24
Top of oxford; two-needle, space or close	30
Top and front of oxford, one row single	39
Top and front of oxford, two rows, space or close	48
Bottom of Polish quarter	21
Bottom of Polish quarter; two-needle, space or close	27
Second row on Theo tie or eyelet-tie quarter; only to vamp line	39
One row on one-strap quarter; top and one row on strap	39
Second row on one-strap quarter, making points at base of strap	54
Second row on one-strap quarter, one row and all around strap	74
Second row on two-strap quarter; one row top, making points at base of strap	81
Second row on two-strap quarter; one row top and all around two straps	1 17
Second row on three-strap quarter; one row top, making points at base of strap	93
Second row on three-strap quarter; one row top and all around three straps	1 60
Second row on seamless pump, done open	36
Second row on seamless pump, done closed	46
Imitation regular ball strap, 3-inch and under on side measurement:	
Two rows single	33
Four rows single	66
Four rows space	46
Imitation large ball strap, over 3-inch on side measurement:	
Two rows single	40
Four rows single	80
Four rows space	52
Held-on ball strap, 3-inch and under on side measurement:	
Two rows single	66
Four rows single	99
Four rows space	78
Large ball strap, over 3-inch on side measurement, held on:	
Two rows single	80
Four rows single	1 20
Four rows space	92
Held-on oxford side stay:	
One row single	40
Two rows single	60
Two rows space	46
Held-on oxford side stay, regular height:	
One row single	60
Two rows single	90
Two rows space	66
Second row on vamp throat:	
One row	36
Two rows, space or close	42
Second row on circular vamp:	
One row	40
Two rows, space or close	46
One row on Sally vamp, making point at base of strap	45
One row on Sally vamp and one row around strap	60
Throat collar on vamp, flat	72
Vamp collar on egg-shaped throat:	
Flat	78
Sprung on	84

Collar on circular vamp:	Per 36 Pairs
Flat	\$0 81
Sprung on	1 00
Short straight collar on saddle quarters; open or closed	66
Long straight collar on quarter; open or closed	72
Collar on quarter shaped like circular foxing; open or closed	84
Collar on quarter straight across top, with point at base of strap; open or closed	1 02
Collar on quarter shaped like brogue foxing; open or closed	95
Collar on quarter like square foxing; open or closed	1 10
Oxford collar on quarter; open or closed	1 10
Collar on foxing shaped like hook foxing, open	78
If collar on quarter shaped like circular foxing runs to bottom of foxing; open or closed	84
Piping on circular vamp with guide, including cutting up	54
Piping on straight tips with guide, including cutting up	30
Piping on hook foxing with guide, including cutting up	76
Side of saddle on quarter:	
One row single	60
Two rows, space or close	66
Two rows single	90
Imitation saddle on quarter:	
One row single	30
Two rows, space or close	36
Two rows single	60
Held-on square wing tip:	
One row single on Singer machine	54
Two rows, space or close	60
Two rows single	81
Held-on pointed wing tip:	
One row single	60
Two rows single	90
Two rows close	66
Held-on diamond or shield tip:	
One row single	44
Two rows close	50
Two rows single	66
Imitation diamond or shield tip:	
One row	22
Two rows, close or space	28
Two rows single	44
Imitation pointed wing tip:	
One row single	30
Two rows space	36
Two rows single	60
Imitation box, brogue, or wing tip, round corners:	
One row single	27
Two rows single	54
Two rows, space or close	36
Imitation box, brogue, or wing tip, square corners:	
Two rows single	60
One row single	30
Making loop on front straps:	
Straight loop	27
With bar on corners	36
Pointed loop	36
Vamp lines when done with other operations	21
Sprung-in tongue	60
Tongue not sprung	42
Gores:	
Two to a pair, one side	66
Four to a pair, two sides	1 32
Two to a pair, all around	75
Four to a pair, all around	1 50
Extras:	
Barring back of pump:	
V bar	27
Square bar	33
Pinked-edge work; $\frac{1}{6}$ of first-row price extra.	

	Per 26 Pairs
When tape is used on imitation lace row, including cutting back on each end	\$0 06
Points, two to a pair	09
(Points to mean combination of curve and stop.)	
Square corners to be paid for as stops; four to a pair	06
Waved tops	06
High-cuts on imitation or held-on work	06
When imitation collars require the thread to be pulled through and cut:	
Two ends to a pair	06
Four ends to a pair	12
Blucher formation on bottom of lace row	03
Half-anchor formation on bottom of lace row	105
Full-anchor formation on bottom of lace row	21

COTTER SHOE COMPANY — LYNN.

MAY 22, 1924.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company of Lynn and stitchers. (102)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.17 per 36 pairs shall be paid by the Cotter Shoe Company of Lynn for fancy-stitching Mignon quarter, pattern No. 28210, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

MAY 22, 1924.

In the matter of the joint applications for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and employees in the stitching department. (81, 97)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following price shall be paid by John R. Donovan Company at Lynn, for the work as there performed: \$0.30 per 36 pairs for skiving quarter on patterns Nos. 6113, 8313, 7913, 7931, 4531, 79231, 7947. By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

The Board awards that no extra shall be paid on piping for vamping, pump stitching and top stitching.

STROUT, STRITTER & CO., INC. — LYNN.

MAY 22, 1924.

In the matter of the joint applications for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and employees in the stitching department. (83, 98, 103)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.58 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for fancy-stitching the Palmetto pump, twin vamp, as the work is there performed; and that no extra shall be paid for pump-stitching curved straps on anklette, pattern No. 137471. By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

The Board determines that there is an established price of \$0.225 per 36 pairs for skiving one-strap quarters. By agreement of the parties this price shall take effect on May 6, 1924.

WELCH SHOE COMPANY — LYNN

MAY 22, 1924.

In the matter of the joint applications for arbitration of a controversy between the Welch Shoe Company of Lynn and stitchers. (84, 92)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$2.10 per 36 pairs shall be paid by the

Welch Shoe Company at Lynn for pump-stitching Louis pump, two-gore, pattern No. 39 x 7, as the work is there performed. By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

The Board awards that no extra shall be paid on piping for pump-stitching Vera pump.

CHARLES A. EATON COMPANY — BROCKTON.

MAY 22, 1924.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and solefasteners. (13)

The Board awards that the following prices shall be paid by Charles A. Eaton Company at Brockton, for the work as there performed upon the "Little Process" shoes:

Welting:	Per 24 Pairs
A grade	\$0 648
B grade	594
Roughrounding:	
A grade	324
B grade	288
Goodyear stitching:	
Surface stitching:	
A grade	81
B grade	702
Fudge stitching:	
A grade	702
B grade	63

EATON, BREWSTER COMPANY — BROCKTON.

MAY 22, 1924.

In the matter of the joint application for arbitration of a controversy between Eaton, Brewster Company, shoe manufacturer of Brockton, and solefasteners. (14)

The Board awards that the following prices shall be paid by Eaton, Brewster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Welting	\$0 60
Roughrounding	30
Goodyear stitching:	
White stitching	74
Fudge stitching	68

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

MAY 22, 1924.

In the matter of the joint applications for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company of Lynn and stitchers. (82, 91)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.76 per 36 pairs shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for vamping plug oxford, as the work is there performed. By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

The Board awards that no extra shall be paid for conditions on top-stitching a vamp.

BENDER SHOE COMPANY — LYNN.

MAY 22, 1924.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and skivers. (104)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.30 per 36 pairs shall be paid by the Bender Shoe Company at Lynn for skiving the Jordan, one-strap pump, as there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. FISHER & SON, G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO., CHARLES O. TIMSON SHOE COMPANY — LYNN.

MAY 23, 1924.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Merrill, Porter & Co. and Charles O. Timson Shoe Company, of Lynn, and employees in the stitching department. (50)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the above-named employers at Lynn (except A. Fisher & Son), for the work as there performed:

Skiving:	Per 36 Pairs
Everett quarters	\$0 09
Everett vamps	075
Everett tops	075
Opera vamps	105
Opera quarters	09
Romeo, Juliet or Columbia quarters	15
Romeo, Juliet or Columbia vamps	15
Faust vamps	21
Faust quarters	15
Cavalier fronts	18
Cavalier collars	09
Prince Albert vamps	18
Prince Albert quarters	09

A. FISHER & SON

Skiving:	
Straight tips	06
Circular vamps, all throats	105
Three-quarter-foxed vamps, including foxing	165
Oxford tops or fronts:	
Done separately	09
Done together	165
Polish tops, done separately	09
Polish fronts, done separately	12
Circular foxings	09
Brogue vamps, all throats	12
Vamp line on circular oxfords or boots	12
One-strap quarters:	
Straight-line front strap	27
Curved-line front strap	30
Heel seam to end of strap	15
Two-strap quarters:	
Heel seam to end of strap on back; front of strap as one-strap	27
Curved front as above	30
All around each strap from heel seam to vamp line	72
Three-strap quarters	1 08
Vamp throats	075
Romeo vamps or quarters	15

SHOE MANUFACTURERS — LYNN.

MAY 23, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Glover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson

& Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritler & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (67)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following differential in price shall be established for the work performed on the following operations:

Misses'; $\frac{1}{12}$ less than the prices for women's and growing girls'.
 Children's and infants'; $\frac{1}{8}$ less than the prices for women's and growing girls'.
 French-cord stitching.
 Imitation French-cord stitching.
 Imitation French-cord stitching, more than $\frac{1}{10}$ -inch.
 Galoon binding.
 Blacking edges.
 Closing.
 Making covers.
 Cementing backing.
 Cementing for machine presser.
 Cementing on stays.
 Closing-on turned work.
 Closing-on bound work.
 Fancy stitching.
 Foxing stitching.
 Ironing tape.
 Lining-making.
 Lining vamps.
 Marking.
 Hand pressing.
 Machine pressing.
 Perforating.
 Perforating tips on punch machine.
 Pump stitching.
 Skiving.
 Staying.
 Stitching tongue linings.
 Stitching tape tongue linings.
 Stitching in blucher tongues.
 Sewing buckles.
 Toe closing.
 Top stitching.
 Tip stitching.
 Taping on the new Osgood machine.
 Turning.
 Trimming.
 Vamping.
 All other operations; no change.

A. M. CREIGHTON — LYNN.

MAY 28, 1924.

In the matter of the joint applications for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (99, 100)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by A. M. Creighton at Lynn, for the work as there performed:

Pump stitching:	Per 36 Pairs
Matson pump, pattern No. 264; extra for seam condition . . .	\$0 06
Sonora pump, pattern, No. 246 (trimmed)	1 80
Doris pump, pattern No. 266	1 26
Sue pump, pattern No. 271	2 16

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

V. K. & A. H. JONES & THOMAS COMPANY — LYNN.

MAY 28, 1924.

In the matter of the joint application for arbitration of a controversy between V. K. & A. H. Jones & Thomas Company, shoe manufacturer of Lynn, and stitchers. (101)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.92 per 36 pairs shall be paid by V. K. & A. H. Jones & Thomas Company at Lynn for pump-stitching the Isabelle, pattern No. 1170, on the post machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CLAYMAN SHOE COMPANY — LYNN.

MAY 28, 1924.

In the matter of the joint application for arbitration of a controversy between the Clayman Shoe Company of Lynn and pressers. (93)

Having considered said application and heard the parties by their duly authorized representative concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.02 per 36 pairs shall be paid by the Clayman Shoe Company at Lynn for pressing one-strap with curved vamp line, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DICKINSON SHOE COMPANY, A. FISHER & SON, G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO., CHARLES O. TIMSON SHOE COMPANY — LYNN.

MAY 29, 1924.

In the matter of the joint application for arbitration of a controversy between the Dickinson Shoe Company, A. Fisher & Son, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Merrill, Porter & Co., and Charles O. Timson Shoe Company, of Lynn, and employees in the stitching department. (95)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the above-named employers at Lynn (except the Dickinson Shoe Company), for the work as there performed:

Stitching Romeo or Juliet, including stitching gores:	Per 36 Pairs
Single-needle flat machine:	
Romeo	\$0 90
Juliet	90
Stitching in gores separately	30
Princess	1 08
Prince Albert	1 08
Congress; no straps	1 23
Two-needle post or flat machine:	
Romeo	72
Juliet	72
Princess	84
Prince Albert	84
Extras:	
Romeo, Juliet, Princess or Prince Albert:	
Pressed edges	12
Kid vamp linings	06
Kid quarter linings	03
Fleece-lined quarters	03
Fleece-lined vamps	06
Stitching second row on stitched-down collars on vamps:	
Cemented on	15
Held on	24
Marking vamps with awl by Juliet stitcher	06
Marking quarters with awl by Juliet stitcher	06
Holding straps in Congress, four to a pair	18
Barring straps in Congress, four to a pair, with V bar	36

Siding-up two-needle machine:	Per 36 Pairs
Romeo	\$0 24
Stitched-down Romeo	27
Juliet	24
Princess	27
Prince Albert	27
Congress	36
Siding-up, single-needle machine; Congress with square turn at bottom of goring	43
Two rows single	72
Pressed edge; extra	03

DICKINSON SHOE COMPANY

Stitching Romeo or Juliet, including stitching gores; two-needle post or flat machine:

Romeo	72
Juliet	72
Princess	81
Prince Albert	81

Extras:

Romeo, Juliet, Princess or Prince Albert:

Pressed edges	12
Kid vamp linings	06
Kid quarter linings	03
Fleece-lined quarters	03
Fleece-lined vamps	06

Stitching second row on stitched-down collars on vamps:

Cemented on	15
Held on	24

Marking vamps with awl by Juliet stitcher 06

Marking quarters with awl by Juliet stitcher 06

Siding-up, two needle machine:

Romeo	21
Juliet	21
Princess	24
Prince Albert	24
Pressed-edge work; extra	03

A. FISHER & SON, G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO., CHARLES O. TIMSON SHOE COMPANY — LYNN.

JUNE 3, 1924.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Merrill, Porter & Co. and Charles O. Timson Shoe Company, of Lynn, and employees in the stitching department. (96)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Closing and staying, comfort shoes and slippers:	Per 36 Pairs
Short seams; oxfords, Everetts, sandals, three-quarter vamps	\$0 08
Foxed quarters, boots	105
Romeo, Juliet, Faust or Prince Albert heels	09
Three-quarter-vamp heels, Juliet vamp, seamless pump or oxford	09
Whole-quarter boots	12
High-cuts, two seams to a pair; extra	015
Cutting back on staying	03
Gypsy Polish toes	26
Gypsy button fronts	29
Seamless Polish, heel seam over arm	18
Staying over arm; extra	03

SHOE MANUFACTURERS — LYNN.

JUNE 4, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Colter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kily & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritler & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (66)

The issue presented involves the construction of the word "lot" as used in Article 2 of the rules. Article 2 is as follows:

Each operator is entitled to one lot of work in their box besides the one they are working on, providing this amount of work does not exceed a day's work for the operator.

The employees contend that the word "lot" in this article referred to a 36-pair case of shoes. The employers contend that the word "lot" referred to any number of pairs of shoes, up to 36 pairs.

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence, the Board determines that the word "lot" was used in its usually accepted meaning, referring in this instance to any number of pairs of shoes, without reference to any specific number.

WATSON SHOE COMPANY — LYNN.

JUNE 4, 1924.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and employees in the stitching department. (112)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following price shall be paid by the Watson Shoe Company at Lynn, for the work as there performed: pump-stitching Poppy gore pump, pattern No. 52-17, \$1.98 per 36 pairs.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

JUNE 5, 1924.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin-Conway Shoe Company of Lynn and employees in the stitching department. (110)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by MacLaughlin-Conway Shoe Company at Lynn, for the work as there performed:

French-cord pressing:	Per 36 Pairs
Jean quarter	\$1 62
Sylvia vamp	1 44
Sylvia vamp, welted condition; extra	12

JUNE 5, 1924.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company of Lynn and employees in the stitching department. (111)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.69 per 36 pairs shall be paid by the MacLaughlin-Conway Shoe Company at Lynn for stitching French binding on Jean vamp, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WELCH SHOE COMPANY — LYNN.

JUNE 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Welch Shoe Company of Lynn and employees in the stitching department. (109)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.05 per 36 pairs shall be paid by the Welch Shoe Company at Lynn for vamping, pattern No. 38 and pattern No. 39, Bessie pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SWARTZ SHOE COMPANY, INC.— LYNN.

JUNE 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and employees in the stitching department. (123)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$3.75 per 36 pairs shall be paid by the Swartz Shoe Company, Inc., at Lynn for pump-stitching and vamping, patterns Nos. 8209 and 8210 (three-strap, center strap), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WATSON SHOE COMPANY — LYNN.

JUNE 5, 1924.

In the matter of the joint applications for arbitration of a controversy between the Watson Shoe Company of Lynn and employees in the stitching department. (105-108)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Watson Shoe Company at Lynn, for the work as there performed:

	Per 36 Pairs
Stitching in Fashion gore (gore front), pattern No. 440-1; including centering	\$0 75
Perforating:	
Poppy saddle, No. 1	81
Arab, after fitting; vamp pattern No. 41-25, quarters pattern No. 41-21	5 50
Seamless pump; perforating top and around throat, large punch, through the lining	96
Three-strap Regent quarters	1 30
Florine saddle, pattern No. 54-14	1 01
Florine or Fashion tongue	54
Fashion saddle, pattern No. 440-1	62½

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALDEN & PERRY, INC. — LYNN.

JUNE 5, 1924.

In the matter of the joint application for arbitration of a controversy between Walden & Perry, Inc., shoe manufacturer of Lynn, and employees in the stitching department. (124)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Walden & Perry, Inc., at Lynn for the work as there performed:

Vamping, single-needle machine:	Per 36 Pairs
Blucher vamps	\$0 99
Second row	495
Stops	12
Bars	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — LYNN.

JUNE 10, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the finishing department. (142)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that the following rule (which has been agreed to by the parties) shall be in effect in the bottom-finishing department of the above-named employers at Lynn:

Any damaged shoes in question that are to be charged to the operator shall first be shown to the operator and a charge slip presented to him to sign before such charge is made. If any question arises over the justice of such charge, the shoes in question shall be referred to the bottom-finishers' executive board for decision. If the decision of the bottom-finishers' executive board is that the damage is not the fault of the operator, the matter then becomes a matter for arbitration under the provisions of the agreement.

CLAYMAN SHOE COMPANY — LYNN.

JUNE 11, 1924.

In the matter of the joint application for arbitration of a controversy between the Clayman Shoe Company of Lynn and stitchers. (128)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Clayman Shoe Company at Lynn, for the work as there performed:

Pump-stitching, patterns Nos. 218, 219:	Per 36 Pairs
Sally vamp	\$2 07
Waves	18
Loop	09
Raising knife	06
Trimming	06
	<hr/>
	\$2 46

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CAPITOL SHOE COMPANY — LYNN.

JUNE 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company of Lynn and stitchers. (126)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence presented, the Board makes the following report and finding:

The issue presented relates to the discharge by the Capitol Shoe Company of an employee, a binder, the question being whether or not such employee should be reinstated. It appeared from the evidence that the employee in question was discharged on Thursday, May 29, for alleged carelessness in performing her work: that the stitching on the binding on several collars (which work had been performed a day or two previously) was not properly done. The employee in question contended that the imperfect work was occasioned through a defective condition of the machine. This was denied by the repre-

sentative of the company. It also appeared that the folder used by the employee had been in use for only a comparatively short time. The company declined to permit the employee to repair the work in question. While the representative of the company stated that the attention of the employee had been called to faulty work previous to the day of her discharge (which was denied by the employee), yet it did not appear that any serious complaint had previously been made to her on account of carelessness in the performance of her work.

Upon all the evidence the Board determines that such employee should be reinstated.

EQUITY SHOE COMPANY — LYNN.

JUNE 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Equity Shoe Company of Lynn and stitchers. (131)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.30 per 36 pairs shall be paid by the Equity Shoe Company at Lynn for stitching "neverslip" on lining, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DAVIS SHOE COMPANY — LYNN.

JUNE 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Davis Shoe Company of Lynn and stitchers. (133)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Davis Shoe Company, at Lynn, for the work as there performed:

Lining-making, pattern No. 2922:	Per 36 Pairs
Two lap seams on strap	\$0 24
Heel seam	09
Side seams	36

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

JUNE 19, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and finishers. (134)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that for levelling shoes skived on the inside of the shank the John R. Donovan Company at Lynn shall pay the price established for skived shanks.

By agreement of the parties this decision shall take effect as of May 1, 1924.

BENDER SHOE COMPANY — LYNN.

JUNE 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and stitchers. (130)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.90 per 36 pairs shall be paid by the Bender Shoe Company at Lynn for top-stitching the Mackey oxford, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

JUNE 19, 1924.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company of Lynn and stitchers. (132)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn, for the work as there performed:

Lining-making, lattice gore pump:	Per 36 Pairs
Two lap seams (heel)	\$0 24
Heel seam	09
Vamping	30
Centering	06
Side seams	36

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

June 20, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and finishers. (135)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the bottom finish in question shall be paid for as a velvet bottom, bleach finish,

By agreement of the parties this decision shall take effect as of April 1, 1924.

RIALTO SHOE COMPANY — BOSTON.

JUNE 20, 1924.

In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company of Boston and heelers. (114)

The Board awards that the following prices shall be paid by the Rialto Shoe Company at Boston, for the work as there performed:

Wood-heeling:	Per 36 Pairs
Putting on Louis heels	\$5 22
Putting on Cuban heels	2 07

SHOE MANUFACTURERS — LYNN.

JUNE 25, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jolly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department (75)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Stitching cut-outs, per 100 cut-outs: Base price:

	1 stop	2 stops	3 stops	4 stops	5 stops
Individual stitching, without knife:					
1½ inches and under:					
Flat	\$0 40	\$0 45	\$0 50	\$0 55	\$0 60
Fitted	55	60	65	70	75
Over 1½ inches:					
Flat	45	50	55	60	65
Fitted	60	65	70	75	80
Individual stitching, with knife:					
1½ inches and under, flat	55	60	65	70	75
Over 1½ inches flat	60	65	70	75	80

Bound or pressed cut-outs: 1 point 2 points 3 points 4 points 5 points

1½ inches and under . . . \$0 60 \$0 65 \$0 70 \$0 75 \$0 80

Over 1½ inches . . . 65 70 75 80 85

Fitted work is any work not cemented or where lining must be held in place.

Flat work is any flat work cemented or work where lining or underlay does not have to be held in place.

The 1½-inch measurement is taken from the longest straight line.

The base price includes all trimming and barring.

Continuous stitching, without knife, 1½ inches and under:

	Less per 100
Cluster of 4 cut-outs or more	\$0 10
Cluster of less than 4 cut-outs	05
Continuous stitching, without knife, over 1½ inches:	
Cluster of 4 cut-outs or more	10
Cluster of less than 4 cut-outs	05

Individual stitching, 1½ inches and under, flat, without knife; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 288	\$0 324	\$0 36	\$0 396	\$0 432
4	576	648	72	792	864
6	864	972	1 08	1 188	1 296
8	1 152	1 296	1 44	1 584	1 728
10	1 44	1 62	1 80	1 98	2 16
12	1 728	1 944	2 16	2 376	2 592
14	2 016	2 268	2 52	2 772	3 024
16	2 304	2 592	2 88	3 168	3 456
18	2 592	2 916	3 24	3 564	3 888
20	2 88	3 24	3 60	3 96	4 32
22	3 168	3 564	3 96	4 356	4 752
24	3 456	3 888	4 32	4 752	5 184
26	3 744	4 212	4 68	5 148	5 616
28	4 032	4 536	5 04	5 544	6 048
30	4 32	4 86	5 40	5 94	6 48
32	4 608	5 184	5 76	6 336	6 912
34	4 896	5 508	6 12	6 732	7 344
36	5 184	5 832	6 48	7 128	7 776
38	5 472	6 156	6 84	7 524	8 208
40	5 76	6 48	7 20	7 92	8 64

Individual stitching, over 1½ inches, flat, without knife; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 324	\$0 36	\$0 396	\$0 432	\$0 468
4	548	72	792	864	936
6	972	1 08	1 188	1 296	1 404
8	1 296	1 44	1 584	1 728	1 872
10	1 62	1 80	1 98	2 16	2 34
12	1 944	2 16	2 376	2 592	2 808
14	2 268	2 52	2 772	3 024	3 276
16	2 592	2 88	3 168	3 456	3 744
18	2 916	3 24	3 564	3 888	4 212
20	3 24	3 60	3 96	4 32	4 68
22	3 564	3 96	4 356	4 752	5 148
24	3 888	4 32	4 752	5 184	5 616
26	4 212	4 68	5 148	5 616	6 084
28	4 536	5 04	5 544	6 048	6 552

Individual stitching, over $1\frac{1}{2}$ inches, flat, without knife; per 36 pairs (continued):

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
30	\$4 86	\$5 40	\$5 94	\$6 48	\$7 02
32	5 184	5 76	6 336	6 912	7 482
34	5 508	6 12	6 732	7 344	7 956
36	5 832	6 48	7 128	7 776	8 424
38	6 156	6 84	7 524	8 208	8 892
40	6 48	7 20	7 92	8 64	9 36

Individual stitching, $1\frac{1}{2}$ inches and under, flat, with knife; per 26 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 396	\$0 432	\$0 468	\$0 504	\$0 54
4	792	864	936	1 008	1 08
6	1 188	1 296	1 404	1 512	1 62
8	1 584	1 728	1 872	2 016	2 16
10	1 98	2 16	2 34	2 52	2 70
12	2 376	2 592	2 808	3 024	3 24
14	2 772	3 024	3 276	3 528	3 78
16	3 168	3 456	3 744	4 032	4 32
18	3 564	3 888	4 212	4 536	4 86
20	3 96	4 32	4 68	5 04	5 40
22	4 356	4 752	5 148	5 544	5 94
24	4 752	5 184	5 616	6 048	6 48
26	5 148	5 616	6 084	6 552	7 02
28	5 544	6 048	6 552	7 056	7 56
30	5 94	6 48	7 02	7 56	8 10
32	6 336	6 912	7 488	8 064	8 64
34	6 732	7 344	7 956	8 568	9 18
36	7 128	7 776	8 424	9 072	9 72
38	7 524	8 208	8 892	9 576	10 26
40	7 92	8 64	9 36	10 08	10 80

Individual stitching, over $1\frac{1}{2}$ inches, flat, with knife; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 432	\$0 468	\$9 504	\$0 54	\$0 576
4	864	936	1 008	1 08	1 152
6	1 296	1 404	1 512	1 62	1 728
8	1 728	1 872	2 016	2 16	2 304
10	2 16	2 34	2 52	2 70	2 88
12	2 592	2 808	3 024	3 24	3 456
14	3 024	3 276	3 528	3 78	4 032
16	3 456	3 744	4 032	4 32	4 608
18	3 888	4 212	4 536	4 86	5 184
20	4 32	4 68	5 04	5 40	5 76
22	4 752	5 148	5 544	5 76	6 336
24	5 184	5 616	6 048	6 12	6 912
26	5 616	6 084	6 552	6 66	7 488
28	6 048	6 552	7 056	7 20	8 064
30	6 48	7 02	7 56	7 74	8 64
32	6 912	7 488	8 064	8 28	9 216
34	7 344	7 956	8 568	8 82	9 792
36	7 776	8 42	9 072	9 36	10 36
38	8 208	8 892	9 576	9 90	10 944
40	8 64	9 36	10 08	10 04	11 52

Individual stitching, $1\frac{1}{2}$ inches and under, without knife, fitted; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 396	\$0 432	\$0 468	\$0 504	\$0 54
4	792	864	936	1 008	1 08
6	1 188	1 296	1 404	1 512	1 62
8	1 584	1 728	1 872	2 016	2 16
10	1 98	2 16	2 34	2 52	2 70
12	2 376	2 592	2 808	3 024	3 24
14	2 772	3 024	3 276	3 528	3 78
16	3 168	3 456	3 744	4 032	4 32
18	3 564	3 888	4 212	4 536	4 86
20	3 96	4 32	4 68	5 04	5 40
22	4 356	4 752	5 148	5 544	5 94

Individual stitching, $1\frac{1}{2}$ inches and under, without knife, fitted; per 36 pairs (continued):

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
24	\$4 752	\$5 184	\$5 616	\$6 048	\$6 48
26	5 148	5 616	6 084	6 552	7 02
28	5 544	6 048	6 552	7 056	7 56
30	5 94	6 48	7 02	7 56	8 10
32	6 336	6 912	7 488	8 064	8 64
34	6 732	7 344	7 956	8 568	9 18
36	7 128	7 776	8 424	9 072	9 72
38	7 524	8 208	8 892	9 576	10 26
40	7 92	8 64	9 36	10 08	10 80

Individual stitching, over $1\frac{1}{2}$ inches, without knife, fitted; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 432	\$0 468	\$0 504	\$0 54	\$0 576
4	864	936	1 008	1 08	1 152
6	1 296	1 404	1 512	1 62	1 728
8	1 728	1 872	2 016	2 16	2 304
10	2 16	2 34	2 52	2 70	2 88
12	2 592	2 808	3 024	3 24	3 456
14	3 024	3 276	3 528	3 78	4 032
16	3 456	3 744	4 032	4 32	4 608
18	3 888	4 212	4 536	4 86	5 184
20	4 32	4 68	5 04	5 40	5 76
22	4 75	5 148	5 544	5 76	6 336
24	5 184	5 616	6 048	6 12	6 912
26	5 616	6 084	6 552	6 66	7 488
28	6 048	5 552	7 056	7 20	8 064
30	6 48	7 02	7 56	7 74	8 64
32	6 912	7 488	8 064	8 28	9 216
34	7 344	7 956	8 568	8 82	9 792
36	7 776	8 42	9 072	9 36	10 36
38	8 208	8 892	9 576	9 90	10 944
40	8 64	9 36	10 08	10 04	11 52

Continuous stitching, $1\frac{1}{2}$ inches and under, without knife, cluster of 4 cut-outs or more; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
4	\$0 432	\$0 504	\$0 576	\$0 648	\$0 72
6	648	756	864	972	1 08
8	864	1 008	1 152	1 296	1 44
10	1 08	1 26	1 44	1 62	1 80
12	1 296	1 512	1 728	1 944	2 16
14	1 512	1 764	2 016	2 268	2 52
16	1 728	2 016	2 304	2 592	2 88
18	1 944	2 268	2 592	2 916	3 24
20	2 16	2 52	2 88	3 24	3 60
22	2 376	2 772	3,168	3 564	3 96
24	2 592	3 024	3 456	3 888	4 32
26	2 808	3 276	3 744	4 212	4 68
28	3 024	3 528	4 032	4 536	5 04
30	3 24	3 78	4 32	4 86	5 40
32	3 456	4 032	4 608	5 184	5 76
34	3 672	4 284	4 896	5 508	6 12
36	3 888	4 536	5 184	5 832	6 48
38	4 104	4 788	5 472	6 156	6 84
40	4 32	5 04	5 76	6 48	7 20

Individual stitching, $1\frac{1}{2}$ inches and under, with knife, bound or pressed; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 432	\$0 468	\$0 504	\$0 54	\$0 576
4	864	936	1 008	1 08	1 152
6	1 296	1 404	1 512	1 62	1 728
8	1 728	1 872	2 016	2 16	2 304
10	2 16	2 34	2 52	2 70	2 88
12	2 592	2 808	3 024	3 24	3 456
14	3 024	3 276	3 528	3 78	4 032
16	3 456	3 744	4 032	4 32	4 608

Individual stitching, $1\frac{1}{2}$ inches and under, with knife bound or pressed; per 36 pairs (continued):

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
18	\$3 888	\$4 212	\$4 536	\$4 86	\$5 184
20	4 32	4 68	5 04	5 40	5 76
22	4 752	5 148	5 544	5 76	6 336
24	5 184	5 616	6 048	6 12	6 912
26	5 616	6 084	6 552	6 66	7 488
28	6 048	6 552	7 056	7 20	8 064
30	6 48	7 02	7 56	7 74	8 64
32	6 912	7 488	8 064	8 28	9 216
34	7 344	7 956	8 568	8 82	9 792
36	7 776	8 42	9 072	9 36	10 36
38	8 208	8 892	9 576	9 90	10 944
40	8 64	9 36	10 08	10 04	11 52

Individual stitching, over $1\frac{1}{2}$ inches, with knife, bound or pressed; per 36 pairs:

Cut-outs to a pair	1 point	2 points	3 points	4 points	5 points
2	\$0 468	\$0 504	\$0 54	\$0 576	\$0 612
4	936	1 008	1 08	1 152	1 224
6	1 404	1 512	1 62	1 728	1 836
8	1 872	2 016	2 16	2 304	2 448
10	2 34	2 52	2 70	2 88	3 06
12	2 808	3 024	3 24	3 456	3 672
14	3 276	3 528	3 78	4 032	4 284
16	3 744	4 032	4 32	4 608	4 896
18	4 212	4 536	4 86	5 184	5 508
20	4 68	5 04	5 40	5 76	6 12
22	5 148	5 544	5 76	6 336	6 732
24	5 616	6 048	6 12	6 912	7 344
26	6 084	6 552	6 66	7 488	7 954
28	6 552	7 056	7 20	8 064	8 568
30	7 02	7 56	7 74	8 64	9 18
32	7 488	8 064	8 28	9 216	9 792
34	7 956	8 568	8 82	9 792	10 40
36	8 42	9 072	9 36	10 36	11 016
38	8 892	9 576	9 90	10 944	11 628
40	9 36	10 08	10 04	11 52	12 24

SHOE MANUFACTURERS — LYNN.

JUNE 25, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (145)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Collar conditions, French-cord stitching; extra:	Per 36 Pairs
Top of quarter from heel seam to base of strap, done open	\$0 15
Top of quarter from heel seam to base of strap and front of quarter to vamp line, done open	30
Vamp throat, done open	09
Egg-shaped vamp throat, done open	15
Circular vamp, done open	18
Sides of vamp with no throat, done open	09
Sally vamp with welted front seam	30

No extra shall be paid when the upper part projects over the under part a total of $\frac{5}{16}$ -inch or more.

CHARLES A. EATON COMPANY — BROCKTON.

JUNE 26, 1924.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vamps. (78)

The Board awards that the following prices shall be paid by Charles A. Eaton Company at Brockton, for the work as there performed:

Vamping pattern No. 4053, extra over price for regular circular vamp:	Per 24 Pairs
One-needle machine, two rows	\$0 1452
Two-needle machine, two rows	10
Holding back lining; extra	116

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. FREEDMAN & SONS, INC. — BROCKTON.

JUNE 26, 1924.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vamps. (87)

The Board awards that \$0.087 extra per 24 pairs shall be paid by A. Freedman & Sons, Inc., at Brockton for vamping the arch-support blucher on the one-needle machine, two rows spaced, when the lining is held back on the inside.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STONE, TARLOW COMPANY, INC. — BROCKTON.

JUNE 26, 1924.

In the matter of the joint applications for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vamps. (88, 89)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping pattern No. 96, extra over price for regular circular vamp:	Per 24 Pairs
One-needle machine, two rows	\$0 087
One-needle machine, each extra row; extra	058
Vamping blucher, two-needle machine, four close rows	1 05
Vamping pattern No. 43, extra over price for regular circular vamp:	
One-needle machine, two rows	261
One-needle machine, each extra row; extra over regular extra-row price	087

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALL, DOYLE & DALY, INC. — BROCKTON.

JUNE 26, 1924.

In the matter of the joint applications for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vamps. (79, 80)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Vamping pattern No. 24, extra over price for regular circular vamp:	Per 24 Pairs
One-needle machine, two rows	\$0 1742
Two-needle machine, two rows	1452
Vamping patterns No. 15 blucher and No. 20 regular-height blucher; one-needle machine, two rows, with or without bar	72

By agreement of the parties the decision as to pattern No. 24 shall take effect as of the date of beginning the work in question.

JUNE 26, 1924.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and employees. (118)

The Board awards that \$0.0475 per 24 pairs shall be paid by Wall, Doyle & Daly, Inc., at Brockton for welt-butting and tacking, United Shoe Machinery Company's machine, as the work is there performed.

WALL, STREETER & DOYLE COMPANY — NORTH ADAMS.

JUNE 26, 1924.

In the matter of the joint applications for arbitration of a controversy between Wall, Streeter & Doyle Company, shoe manufacturer of North Adams, and employees. (115, 116)

The Board awards that there shall be no change in the prices paid by Wall, Streeter & Doyle Company at North Adams for the items submitted in the cutting and Goodyear-stitching departments, as the work is there performed.

BROCKTON SHOE MANUFACTURING COMPANY — BROCKTON.

JUNE 26, 1924.

In the matter of the joint application for arbitration of a controversy between the Brockton Shoe Manufacturing Company, of Brockton, and employees. (117)

The Board awards that \$0.0475 per 24 pairs shall be paid by the Brockton Shoe Manufacturing Company at Brockton for welt-butting and tacking, United Shoe Machinery Company's machine, as the work is there performed.

GEORGE E. KEITH COMPANY — BROCKTON.

JULY 1, 1924.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vamps. (144)

The Board awards that the following prices shall be paid by George E. Keith Company at Brockton, for the work as there performed:

	Pink-Tag Grade	Per 24 Pairs Blue-Tag Grade	White-Tag Grade
Vamping plug oxford:			
One-needle machine, two rows,	\$0 85	\$0 80	\$0 75
Two-needle machine, two rows	70	65	60

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

JULY 8, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and cementers. (137)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the John R. Donovan Company at Lynn:

	Per 36 pairs
Cementing:	
Pattern No. 7913, instep strap	\$0 14
Pattern No. 7934, pointed fitted stay for cut-outs	10
Pattern No. 8312, when cemented all around	27
Pattern No. 7960, when cemented all around	27

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALL, DOYLE & DALY, INC. — BROCKTON.

JULY 8, 1924.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and cutlers. (119)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards the following pointing for a No. 26 split quarter oxford, cut by machine, in the factory of Wall, Doyle & Daly, Inc., at Brockton:

	Points
Fronts of quarters	3½
Backs of quarters	3½

By agreement of the parties this decision shall take effect as of the date of the introduction of the pattern in question.

CLAYMAN SHOE COMPANY — LYNN.

JULY 10, 1924.

In the matter of the joint application for arbitration of a controversy between the Clayman Shoe Company of Lynn and stitchers. (154)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the Clayman Shoe Company at Lynn shall pay \$1.44 per 36 pairs for stitching French cord on gore pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JULY 10, 1924.

In the matter of the joint application for arbitration of a controversy between the Clayman Shoe Company of Lynn and stitchers. (155)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence, the Board determines that the pump stitcher in question shall not be reinstated by the Clayman Shoe Company as the company was within its rights in discharging him.

HARNEY SHOE COMPANY — LYNN.

JULY 29, 1924.

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and edgemakers. (173)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence, the Board determines that the edgemaker in question shall not be reinstated by the Harney Shoe Company of Lynn as the company was within its rights in discharging him.

SHOE MANUFACTURERS — LYNN.

AUGUST 5, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the cutting department. (152)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and investigated the work in question, its character and the conditions under which it is performed, the Board awards that the following rules (which have been agreed to by the parties) shall be in effect in the cutting departments of the above-named employers at Lynn; the same to supersede any and all existing rules:

RULES.

1. There shall be no discrimination between cutters.
2. Where it is the custom in any factory to work by the piece no cutter shall work by the hour except when requested by the employer.
3. Cutters shall not be required to cut missing pieces or cripples after the case has been accepted as full by the stitching department.
4. Any damaged shoes in question shall be referred to the cutters' executive board for decision before being charged to the cutter. If the decision of the executive board is that the damage is not the fault of the cutter, the question of whether the cutter shall be charged therefor becomes a matter for arbitration under the provisions of the existing agreement.

5. Prices for fancy shoes and special patterns shall be based upon the prices for regular work; if an agreement cannot be reached as to the price to be paid, the same shall be determined under the provisions of the existing agreement. In any event the work is to be performed without delay or interruption.

6. A list of cutters waiting for work shall be kept by the foreman when necessary, and all cutters shall take their regular turn on the list.

7. During slack time the foreman shall divide the work evenly among the men and no man shall be discharged because of slack time.

8. Cutters must keep their boards in good condition and to do so must buff and dress them at least once a week.

9. During slack time cutters shall report for work as required and at any time during the morning until nine o'clock, but shall not be required to wait for work longer than one hour from the time they are ordered to report.

10. Cutters shall wait for work 45 minutes from the time of getting caught up, if requested to wait, before leaving the factory; any abuse of this rule to constitute a difference to be arbitrated under the terms of the existing agreement.

11. There shall be a sufficient number of proper patterns provided so that no more than three cutters shall work on the same width patterns at the same time.

12. A sufficient number of grindstones kept in good condition shall be furnished for the cutters.

13. Factories employing 20 or more outside cutters shall have a pattern boy.

14. A full allowance of top and vamp stock shall be given with each job.

15. Cutters shall receive from the office slips for correction within 48 hours from the time of sending them in, and if required shall send slips daily.

16. Cutters shall not be responsible for the keeping together of matched parts of colored shoes unless paid for matchmarking.

SHOE MANUFACTURERS — LYNN.

AUGUST 5, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritler & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the solefastening department. (198)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and investigated the work in question, its character and the conditions under which it is performed, the Board awards that the following rules (which have been agreed to by the parties) shall be in effect in the solefastening departments of the above-named employers at Lynn; the same to supersede any and all existing rules:

RULES.

McKAY OPERATORS.

1. The work is to be divided among the shop's crew, and the McKay sewers shall sew as many cases as are lasted each day, allowing no surplus to accumulate. In cases of rush work to be done, or samples coming through, the McKay sewers agree that men shall be there to perform it. In no instance shall a surplus of any work be allowed to accumulate, which is more than one case for each operator to work on in the morning and one case on the floor.

GOOD YEAR OPERATORS.

2. There shall be as many cases operated as are lasted each day, allowing no surplus to accumulate through fault of the operators; work to be divided among the shop's crew.

3. It is suggested that regular production be not operated the same morning or afternoon that it is lasted or welted. In cases where the employer wishes rush work to travel faster, any question arising over faulty work is to be taken up for adjustment.

4. The present working conditions are to remain unchanged. Any difference arising, whether relating to interference with production or otherwise, is to be taken up between the solefasteners' local committee and a representative of the manufacturer for determination; failing to agree, the question becomes a matter for arbitration under the terms of the existing agreement.

SOLEFASTENERS.

5. Any damaged shoes in question that are to be charged to the operator shall first be shown to the operator and a charge slip presented to him to sign, before such charge is made. If any question arises over the justice of such charge, the shoes in question shall be referred to the solefasteners' executive board for decision. If the decision of the solefasteners' executive board is that the damage is not the fault of the operator, the matter then becomes subject to arbitration under the provisions of the existing agreement.

SARGENT SHOE COMPANY — LYNN.

AUGUST 7, 1924.

In the matter of the joint application for arbitration of a controversy between the Sargent Shoe Company of Lynn and pressers. (180)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.74 per 36 pairs shall be paid by the Sargent Shoe Company at Lynn for pressing quarters, pattern No. 378, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

AUGUST 7, 1924.

In the matter of the joint applications for arbitration of controversies between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (170, 171, 185)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

	Per 36 Pairs
Holding in gores while pump stitching	\$0 45
Pump stitching, pattern No. 12323:	
Base price	2 07
Holding in gores	90
Throwing knife	24

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

Relative to pump stitching the double cross-strap shoe, the Board determines that the price for stitching cut-outs was established under the decision of June 25, 1924.

A. FREEDMAN & SONS, INC., W. L. DOUGLAS SHOE COMPANY, PRESTON B. KEITH SHOE COMPANY — BROCKTON.

AUGUST 7, 1924.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., W. L. Douglas Shoe Company and Preston B. Keith Shoe Company, of Brockton, and lasters. (120-122)

The Board awards that \$0.18 per 24 pairs extra shall be paid by A. Freedman & Sons, Inc., W. L. Douglas Shoe Company and Preston B. Keith Shoe Company at Brockton for operating bed machine on heels of shoes that are to be welted around the heel, as the work is there performed.

By agreement of the parties this decision shall take effect as of May 20, 1924, in the factory of Preston B. Keith Shoe Company.

RICE & HUTCHINS, INC. — MARLBOROUGH.

AUGUST 7, 1924.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and employees. (143)

The Board awards that there shall be no change in the prices for day and piece work paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, except as follows:

	Per 12 Pairs	
	Red-and- Green-Tag Grade	Pink-and- Yellow-Tag Grade
Assembling:		
Men's shoes	\$0 1575	\$0 1395
Boys' shoes	144	13
Samples, men's and boys', \$0.252.		
Extras:		
Inserting paper under tip, cordovan, \$0.01.		
Sponging vici, etc., \$0.01.		
Paper covers, \$0.01.		
Shellacking box toes, \$0.036.		
Tacking innersoles, \$0.04.		
Pulling-over:		
Men's, cap toes:		
Dull leather, low toes	171	162
Dull leather, high toes	18	171
Russet or patent leather, low toes	18	171
Russet or patent leather, high toes	189	18
Men's, plain toes	144	135
Boys', cap toes:		
Dull leather, low toes	153	144
Dull leather, high toes	162	153
Russet or patent leather, low toes	162	153
Russet or patent leather, high toes	171	162
Boys', plain toes, dull leather	135	126
Samples, men's and boys', \$0.28.		
Operating No. 5 bed machine:		
Men's:		
Plain toes:		
Black	345	33
Colored	405	38
Patent	44	405
Low cap toes:		
Black	37	35
Colored	425	405
Patent	45	405
Medium cap toes:		
Black	415	385
Colored	46	43
Patent	48	43
High cap toes:		
Black	485	45
Colored	53	52
Patent	55	53
Boys':		
Black, low toes	33	315
Colored or patent leather, low toes	37	35
Colored, medium toes	405	38
Black, high toes	425	395
Colored, high toes	46	425
Black, medium toes	37	35
Extras:		
Sole-leather boxes, \$0.0275.		
Wing or fancy tips, \$0.0225.		
Side lasting, staple machine, \$0.171.		
Goodyear stitching:		
Ribbon stitch:		
Men's	285	285
Boys'	24	24
Little gent's	2075	2075

	Per 12 Pairs	
	Red- and - Green-Tag Grade	Pink- and - Yellow-Tag Grade
White or rope stitch:		
Men's	\$0 285	\$0 24
Boys'	24	205
Little gent's	2075	2075
Fudge stitch:		
Men's	26	24
Boys'	22	20
Little gent's	19	19
Welting:		
Men's:		
Pink- and- yellow-tag grade, regular work		205
Red- and- green-tag grade, regular work		2175
Dry-foot welt		325
Little gent's		15½
Samples		325
Laying soles		06
Nailing heelseats		03½
Roughrounding:		
Stitched-aloft		1125
Channeled		12
Little gent's, stitched-aloft		09
Little gent's, channeled		0975
Leveling, automatic machine; little gent's		04
Wheeling (first wheeling), little gent's		0275
Heel-breasting:		
Regular work		03½
Pedonnic heel		055
Heel-shaving, Ultima machine:		
Men's, regular heel		06½
Boys', regular heel		06
Men's or boys', rubber heel		07¾
Little gent's		0475
Little gent's, half-rubber heel		05½
Edgetrimming:		
Men's:		
Red- and- green-tag grade		315
Yellow- and- pink-tag grade		2475
Boys':		
Red- and- green-tag grade		225
Yellow- and- pink-tag grade		2075
Little gent's:		
Red- and- green-tag grade		225
Yellow- and- pink-tag grade		2075
Jointing:		
Two sides		06
Little gent's		04
First heel-scouring, two papers (No. 30, No. 90):		
Regular work		07
Rubber heel		07
Little gent's		07
Edgesetting:		
One setting		19
Two settings		305
Little gent's, two settings		23
Second heel-scouring or fining:		
Men's		025
Little gent's		0175
Burnishing heels (Expedite or new Boylston machine):		
Black, regular height or 13/8 or 14/8		065
Russet, regular height		065
Little gent's, black or russet		045
Vamping, single-needle machine:		
Bal. or button:		
Perforated or space		43
Style No. 142		44
Style No. 42		47

	Per 12 Pairs
Red- and Green-Tag Grade	Pink- and Yellow-Tag Grade
Style No. 299, perforated or spread	\$0 45
Regular circular vamp	305
Style No. 302	37
Style No. 310	37
Style No. 320	34
Style No. 272	325
Style No. 327	37
Style No. 330	32
Style No. 220, boys' shoes	305
Style No. 308, little gent's shoes	32
Blucher, two rows spread:	
Including brace	345
No brace	29
Arch support	325
Including brace, bellows tongue	41
Oxford, no brace	29
Little gent's, including brace	30

By agreement of the parties this decision shall take effect as of July 21, 1924.

JOHN R. DONOVAN COMPANY — LYNN.

AUGUST 7, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and pressers. (191)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by John R. Donovan Company at Lynn, for the work as there performed:

Hand pressing:	Per 36 Pairs
Patterns Nos. 6195 and 6295, straps	\$0 78
Patterns Nos. 4541 and 4542, two-eyelet-tie quarters:	
Base price	50
Round corners, extra	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHURCHILL & ALDEN COMPANY, CHARLES A. EATON COMPANY, HOWARD & FOSTER COMPANY, M. A. PACKARD COMPANY, STONE, TARLOW COMPANY, INC., E. E. TAYLOR COMPANY, THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

AUGUST 7, 1924.

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, Charles A. Eaton Company, Howard & Foster Company, M. A. Packard Company, Stone, Tarlow Company, Inc., E. E. Taylor Company and Thompson Brothers Shoe Company, of Brockton, and vampers. (161-165, 167, 168)

The Board awards that there shall be no change in the prices paid by the above-named employers at Brockton for the items of work submitted in the vamping department.

STONE, TARLOW COMPANY, INC. — BROCKTON.

AUGUST 7, 1924.

In the matter of the joint application for arbitration of a controversy between Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vampers. (169)

The Board awards that the following prices shall be paid by Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping, pattern No. 42:	Per 24 Pairs
One-needle machine, two rows	\$1 14
Extra row, one-needle machine	36

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HAZEN B. GOODRICH & CO. — HAVERHILL.

AUGUST 12, 1924.

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., shoe manufacturer of Haverhill, and employees. (149)

The Board awards that there shall be no change in the prices for day and piece work paid by Hazen B. Goodrich & Co. at Haverhill, except as follows:

Outside cutting; per hour, \$0.95.

Cloth cutting; per hour, \$0.90.

Stitching department:

Pattern No. 300, men's oxford:	Per 12 Pairs
Vamping, one row	\$0 36
Top stitching	24
Pattern No. 718, Dixie pump:	
Vamping	28
Stitching French cord	24
Turning French cord	28
Top stitching	24
Pattern No. 174, Ki Ki pump:	
Vamping under collar	24
Stitching French cord	40
Turning French cord	36
Top stitching	40
Stitching collar on quarter without inlay	65
Stitching collar on vamp	45
Stitching collar on side of quarter	20
Stitching ends of collar	36
Pattern No. 600, Coronation:	
Vamping	30
Stitching French cord	15
Turning French cord	20
Top stitching	36
Stitching on tongue	30
Pattern No. 223, Peek:	
Vamping	33
Stitching French cord on throat of vamp	15
Turning French cord on throat of vamp	13
Top stitching	96
Pattern No. 702½, saddle one-strap:	
Vamping under collar	22
Stitching on saddle	57
Stitching French cord	60
Turning French cord	81
Top stitching	60
Pattern No. 720, one-strap:	
Vamping sides	24
Stitching French cord	30
Turning French cord	31
Top stitching	50
Stitching straps on quarter	55
Skiving straps	24
Pattern No. 710, Cynthia one-strap:	
Vamping sides	22
Stitching French cord	50
Turning French cord	74
Top stitching	45
Pattern No. 716, Arlace sandal:	
Vamping	24
Stitching French cord	74
Turning French cord	95
Top stitching and inserting saddles	90
Pattern No. 656, Delta:	
Vamping	24
Stitching French cord	80
Turning French cord	1 08
Top stitching	64
Stitching on saddle	54

Pattern No. 712, Lenore:

Per 12 Pairs

Vamping	\$0 22
Stitching French cord on shoe	30
Stitching French cord on straps	27
Turning French cord on shoe	31
Turning French cord on straps	38
Top stitching	67
Stitching on strap	50
Stitching in gores	25

Stitching cut-outs:

Cut-outs one inch long or under; each, \$0.005.
More than one inch long; per inch, \$0.00 $\frac{3}{16}$.
Extra stops, without knife; per 30, \$0.01.
Extra stops, with knife; per 15, \$0.01.
Endless cut-outs, one-third less than base price.
Cut-outs in sprung condition; extra, \$0.06.

Cementing in linings:

Plain pump	10
Tongue pump	12
One-strap sandal	16
Each additional strap	04
Oxford	07
Front strap; extra	04
Buckram in shoes	07
Pattern No. 652, Cairo	20

Edgemarking department:

Edgetrimming:

Satin, ball to ball, women's	13
Regular work, ball to ball, women's	10
Forepart and round shanks, men's oxford	18
Forepart and one shank, men's slipper	12
Samples and singles, all kinds; per pair, \$0.02.	
Wetting edges; extra	03

Edgesetting:

Single setting, regular work	14
Round or bevel shanks, one setting	16
Samples and singles; per pair, \$0.03.	
Staining white or fancy-colored shoes with colored stain, women's; extra	03

Wood-heel department:

Per Pair

Regular Louis on last, nailed	\$0 125
Celluloid and tinsel Louis on last, nailed	14
Boot, Louis on last, nailed	145
Boot, celluloid Louis on last, nailed	16
Plain on last, nailed	05
Plain boot on last, nailed; extra	01

Leather-heeling department:

Per 12 Pairs

Nailing, National machine	. . . . .	\$0 17
Shaving	. . . . .	11
Scouring	. . . . .	11
Breasting	. . . . .	07
Burnishing	. . . . .	11
Relasting	. . . . .	14
Samples and single pairs; double price.		

Finishing department:

Cutting shank	05
Wheeling	04
Bleaching all over	06
Dotting twice	03
Paint-bleaching	08

A. FISHER & SON — LYNN.

AUGUST 12, 1924.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, shoe manufacturer of Lynn, and vampers. (160)

The Board awards that the following prices shall be paid by A. Fisher & Son at Lynn, for the work as there performed:

Vamping:

Slippers:	Per 36 Pairs
Plain Everett; two rows, single	\$0 65
Opera; two rows, single	65
Everett, slotted vamp; extra	07
Overlap slippers; one row single or two rows close	72
One-strap or two-strap; one row single or two rows close	685
Marlowe	75
Comfort shoes:	
Polish oxford:	
Two rows close	75
Cylinder	1 08
Space	81
Space, cylinder	1 17
Blucher:	
Two rows close	93
Space	96
Extras:	
Centering	06
Holding stay	06
Half bar	12

MERRILL, PORTER & CO. — LYNN.

AUGUST 12, 1924.

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., shoe manufacturer of Lynn, and vampers. (160)

The Board awards that the following prices shall be paid by Merrill, Porter & Co. at Lynn, for the work as there performed:

Vamping comfort shoes and slippers:	Per 36 Pairs
Circular vamp, boot or oxford	\$0 75
Cylinder vamp	1 08
Blucher vamp	93
Brogue vamp	96
Everett, including half bar, two-needle machine	87
Extras:	
Half bar	12
Whole bar	24
Centering	06
Holding stay	06
Matchmarking	06

G. W. HERRICK SHOE COMPANY — LYNN.

AUGUST 12, 1924.

In the matter of the joint application for arbitration of a controversy between G. W. Herrick Shoe Company of Lynn, and vampers. (160)

The Board awards that the following prices shall be paid by the G. W. Herrick Shoe Company at Lynn, for the work as there performed:

Vamping comfort shoes and slippers:	Per 36 Pairs
Circular vamp, boot or oxford	\$0 75
Cylinder vamp	1 08
Blucher vamp	93
Brogue vamp	96
Everett, including full bar, two-needle machine	99
Extras:	
Half bar	12
Whole bar	24
Centering	06
Holding stay	06
Matchmarking	06

JAMES W. HITCHINGS COMPANY, INC. — LYNN.

AUGUST 12, 1924.

In the matter of the joint application for arbitration of a controversy between James W. Hitchings Company, Inc., shoe manufacturer of Lynn, and vampers. (160)

The Board awards that the following prices shall be paid by James W. Hitchings Company, Inc., at Lynn, for the work as there performed:

Vamping comfort shoes and slippers:	Per 36 Pairs
Circular vamp, boot or oxford	\$0 75
Cylinder vamp	1 08
Blucher vamp	93
Brogue vamp	96
Plain Everett; two rows, single	65
Everett, slotted vamp; extra	07
Extras:	
Half bar	12
Whole bar	24
Centering	06
Holding stay	06
Matchmarking	06

JOHN R. DONOVAN COMPANY — LYNN.

AUGUST 13, 1924.

In the matter of the joint applications for arbitration of a controversy between the John R. Donovan Company, shoe manufacturer of Lynn, and stitchers. (178)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.96 per 36 pairs shall be paid by John R. Donovan Company at Lynn for stitching imitation collar all round after shoe is closed up (two-needle machine), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMSON-CROOKER SHOE COMPANY — BOSTON.

AUGUST 13, 1924.

In the matter of the joint application for arbitration of a controversy between Thomson-Crooker Shoe Company of Boston and stitchers. (153)

The Board awards that the following prices shall be paid by Thomson-Crooker Shoe Company at Boston, for the work as there performed:

Pump stitching:	Per 100 Pairs
Edna, two-strap	\$6 50
Ruth, one-strap with front strap	6 00
Emily, seamless pump with collar and cut-outs in throat	2 50

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON — LYNN.

AUGUST 13, 1924.

In the matter of the joint applications for arbitration of controversies between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (181, 182)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed the Board awards that the following prices shall be paid by A. M. Creighton at Lynn, for the work as there performed:

Pattern No. 294, Shelly:	Per 26 Pairs
Stitching straps on quarters	\$1 19
Stitching strap on vamp	60
Pattern No. 972, oxford; stitching imitation collar on oxford, two rows on single-needle machine	78
Pattern No. 284, Speedway; stitching tip, one row on single-needle machine	42
Pattern No. 22550; stitching toe lining on oxford, two-needle machine	33

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

AUGUST 13, 1924.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company of Lynn and stitchers. (183)

Having considered said applications and heard the parties by their duly authorized representative concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.16 per 36 pairs shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for fancy-stitching pattern No. 58, around perforations including holding tape (two rows, single-needle machine), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CLAYMAN SHOE COMPANY — LYNN.

AUGUST 13, 1924.

In the matter of the joint applications for arbitration of controversies between the Clayman Shoe Company of Lynn and stitchers. (184, 199)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work of fancy stitching in question, its character and the conditions under which it is performed, the Board determines, relative to pattern No. 222-X, that the collar is sprung on and should be paid for accordingly; and that, relative to the issue presented as to whether or not certain operations are to be paid for as points or stops, they shall be paid for as points.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — LYNN.

AUGUST 15, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings, Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, J. I. Melanson & Brother, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Welch Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the ironing and packing department. (205)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy and investigated the work in question, its character and the conditions under which it is performed, the Board awards that the following rules (which have been agreed to by the parties— shall be in effect in the ironing and packing department of the above-named employers at Lynn; the same to supersede any and all existing rules:

RULES.

1. Buck system. Each operator after receiving his turn passes the buck to the next operator. This is continued right along until each operator has had his quota, but in no instance can an operator hold more than two cases besides the one he is working on. This does not necessarily mean that each man must receive exactly the same number of cases per day when there is plenty of work, as it is recognized that some operators can handle more work than others; therefore their quota is larger proportionately.

2. Operators shall report for work at any time during the morning and at 1 P.M. if required. Work will not be held for operators for more than one hour from the time they are ordered to report.

3. To insure a continuous flow of work through this department during slack time, operators shall arrange to report alternately mornings and afternoons and keep work caught up so that there will be no delay in shipments.

SWARTZ SHOE COMPANY, INC.—LYNN.

AUGUST 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and stitchers. (194)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Lining making:	Per 36 Pairs
One lap seam on tongue (front)	\$0 12
Two hold-backs	06
Stitching held-in tongue	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

E. E. TAYLOR COMPANY — BROCKTON.

AUGUST 19, 1924.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (166)

The Board awards that the following prices shall be paid by E. E. Taylor Company at Brockton, for the work as there performed:

Vamping:	
Boot-back oxford, including stop, cutting under thread and holding back linings on each quarter:	Per 24 Pairs
One-needle machine, two rows	\$1 50
Two-needle machine, two rows	1 15
Pattern No. 6:	
One-needle machine, two rows	8544
Two-needle machine, two rows	6608

By agreement of the parties the decision as to the boot-back oxford shall take effect as of the date of beginning the work. As to pattern No. 6, the decision shall take effect as of June 2, 1924.

A. FISHER & SON — LYNN.

AUGUST 20, 1924.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, shoe manufacturers of Lynn, and stitchers. (208)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by A. Fisher & Son of Lynn, for the work as there performed:

Stamping linings:	Per 36 Pairs
Two pieces per pair	\$0 045
Fleece lining	12
Stock number	015
Wool sheep lining	10
Closing-on and turning:	
Everett	325
Senator	40
Boot	18
Fleece-lined boot	215
Wave top	2875
Opera	36
Oxford	215
Seamless bal.	30
Wool-lined boot	24
Top stitching:	
Everett	325
Senator, with gore	45
Blucher oxford	36
Polish, closed on	43
Seamless bal.	60
High-cut; extra	06
Pressed oxford	48
Blucher Polish, closed on	49

	Per 36 Pairs
Fat ankle; extra	\$0 06
Wave top, fleece-lined	60
Opera	22
Closed-on oxford	32
Marlowe, gore	58
Button, closed on	50
Wave top; extra	06
High-cut, held on; extra	09
Polish, held on	54
Fleece-lined	48
Wool, sheep-lined	60
Stitching foxing:	
Circular	45
Hook	65
Fancy stitching, man's slippers:	
Patterns:	
Nos. 224, 420	36
Nos. 361, 344, 351	33
No. 109	18
No. 114	22
Nos. 355, 219	44
Nos. 354, 420½	29
Nos. 356, 450, 368	40

A. M. CREIGHTON — LYNN.

AUGUST 26, 1924.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and finishers. (196)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board determines that the damaged shoes in question in the factory of A. M. Creighton, at Lynn, shall not be charged to the bottom finisher.

AUGUST 26, 1924.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and finishers. (201)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.105 per 36 pairs shall be paid by A. M. Creighton at Lynn for the first bleaching on velvet bottoms when the regular bleach is used (the bleach which is used on bottoms which are to be hard-finished), as the work is there performed.

By agreement of the parties this decision shall take effect from August 12, 1924.

WATSON SHOE COMPANY — LYNN.

AUGUST 27, 1924.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn, and vamps. (177)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$2.85 per 36 pairs shall be paid by the Watson Shoe Company at Lynn for stitching the collar on the Bobbett shoe, as the work is there performed.

CLAYMAN SHOE COMPANY — LYNN.

AUGUST 27, 1924.

In the matter of the joint applications for arbitration of controversies between the Clayman Shoe Company, of Lynn, and employees in the stitching department. (206, 207, 209)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Clayman Shoe Company at Lynn, for the work as there performed:

	Per 36 Pairs
Perforating, pattern No. 229:	
Two-strap pump, including points and stops	\$0 96
One-strap pump, including stop and throat formation	67

Fancy stitching, pattern No. 229:	Per 36 pairs	115
Quarter collar with points	\$1	46
Vamp collar with scallops and points	1	74
Marking, pattern No. 230, two-pointed foxing		22

STROUT, STRITTER & CO., INC. — LYNN.

AUGUST 27, 1924.

In the matter of the joint applications for arbitration of controversies between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and employees in the stitching department.
(202, 203)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for stitching center strap on pattern No. 12322, Maolis, as the work is there performed.

Relative to perforating top of pattern No. 148431, tailor bow, the Board determines that the punch used is not a large punch.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CLAYMAN SHOE COMPANY. — LYNN.

SEPTEMBER 3, 1924.

In the matter of the joint application for arbitration of a controversy between the Clayman Shoe Company of Lynn and stitchers. (195)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that no extra shall be allowed for points on the pump-stitching in question in the factory of the Clayman Shoe Company at Lynn.

JOHN R. DONOVAN COMPANY — LYNN.

SEPTEMBER 3, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and stitchers. (204)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by John R. Donovan Company of Lynn, for the work as there performed:

Vamping:	Per 36 Pairs	
Pattern No. 4540	\$1	44
Pattern No. 4541	1	83
Pattern No. 4542, stitching vamp on collar (no extra for conditions)		81

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

SEPTEMBER 3, 1924.

In the matter of the joint applications for arbitration of controversies between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (212, 213)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed.

Fancy stitching top of Reno gore quarter (two space rows)	Per 36 Pairs	\$0 30
Trimming:		
Maolis, pattern No. 12322		60
Alberta, pattern No. 12323 (two-strap):		
After post machine		24
When no knife is used		80

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

SEPTEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and cutters. (265)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that John R. Donovan Company at Lynn shall pay the following prices for cutting broken stock, for the work as there performed:

	Extra per Pair
Kid boots	\$0 02
Kid oxfords	01
Kid straps	01
Whole-quarter calf oxfords	00 $\frac{3}{4}$
Other calf	00
Patent-leather whole-quarter oxfords and patent-leather straps	00 $\frac{1}{2}$
Other patent leather	00
Nubuck (all Nubuck)	00 $\frac{3}{4}$
Suede calf (all suede calf)	00 $\frac{3}{4}$

STROUT, STRITTER & CO., INC. — LYNN.

SEPTEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (218)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.48 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for pump-stitching Reno, pattern No. 12373, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SEPTEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (220)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that Strout, Stritter & Co., Inc., at Lynn, shall pay \$0.72 per 36 pairs for stitching imitation French cord on Society, pattern No. 145 x 31-1, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SEPTEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between Strout Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (221)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Alberta, pattern No. 12323:	Per 36 Pairs
Stitching imitation French cord	\$2 07
Collar condition	18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SEPTEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and pressers. (222)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Albertina, Pattern No. 12323-1:	Per 36 Pairs
Pressing French cord	\$2 70
Narrow conditions	36
Cut-outs	2 16
Reno, pattern No. 12373:	
Regular hand pressing (leather), top of quarter	27
By agreement of the parties this decision shall take effect as of the date of beginning the work in question.	

CHARLES A. EATON COMPANY — BROCKTON.

SEPTEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and skivers. (125)

The Board awards that there shall be no change in the prices paid by Charles A. Eaton Company at Brockton for upper-leather skiving, as the work is there performed.

JOHN R. DONOVAN COMPANY — LYNN.

SEPTEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and stitchers. (215)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by John R. Donovan Company at Lynn, for the work as there performed:

Pattern No. 7998:	Per 36 Pairs
Stitching collar on quarter	\$0 84
Points	18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MACLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

SEPTEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company, shoe manufacturers of Lynn, and lining makers. (216)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin-Conway Shoe Company at Lynn, for the work as there performed:

Lining making:

Felice, Nos. 3108 and 3109:	Per 36 Pairs
Vamping	\$0 30
Centering	06
Three rights and lefts	18
Four lap seams with round corners	60
Two interferences	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

SEPTEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (219)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Alberta, Pattern No. 12323:	Per 36 Pairs
Stitching French cord	\$1 62
Collar condition	50
Albertina, Pattern No. 12323-1:	
Stitching French Cord	1 89
Narrow condition	15
Cut-outs	1 62

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

E. E. TAYLOR COMPANY — BROCKTON.

SEPTEMBER 25, 1924.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vampsers. (174)

The Board awards that E. E. Taylor Company at Brockton shall pay \$0.46 per 24 pairs for stitching extra row on two-needle machine on pattern No. 6, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

SEPTEMBER 26, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and markers. (211)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that Strout, Stritter & Co., Inc., at Lynn, shall pay \$0.27 per 36 pairs for marking Reno gores, pattern No. 12373, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SEPTEMBER 26, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (250)

Having considered said application and held a hearing relative to the work in question, its character and the conditions under which it is performed, the Board awards that pattern No. 145543, three-strap Fulton, in the factory of Strout, Stritter & Co., Inc., at Lynn, is a foxed shoe.

This decision shall take effect from the date of beginning the work in question.

SWARTZ SHOE COMPANY, INC. — LYNN.

SEPTEMBER 26, 1924.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and bottom finishers. (210)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the Swartz Shoe Company, Inc., at Lynn shall pay five cents per 12 pairs for putting on and brushing out bleach-finished bottoms, as the work is there performed.

By agreement of the parties this decision shall take effect as of July 1, 1924.

SECURITY SHOE COMPANY — LYNN.

SEPTEMBER 26, 1924.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company, of Lynn, and pressers. (247)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Hand pressing:	Per 36 Pairs
Strap, three-strap	\$0 72
Pattern No. 103, Polish; four seams and four round corners	63

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY, COTTER SHOE COMPANY, HARNEY SHOE COMPANY — LYNN.

SEPTEMBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company, Cotter Shoe Company, and the Harney Shoe Company, of Lynn, and employees. (238)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under

which it is performed, the Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Interlacing shoes after being perforated:

Closed and vamped:	Per 100 Holes
Tops	\$0 0575
Vamps or vamp lines	0625
Open:	
Tops	045
Vamps or vamp lines	05

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CAPITOL SHOE COMPANY, INC. — LYNN.

SEPTEMBER 30, 1924.

In the matter of the application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn, and stitchers. (264)

Having considered said application and held a hearing relative to the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company, Inc., at Lynn, for the work as there performed:

Stitching imitation French cord:	Per 36 Pairs
On closed pattern No. 163, including narrow condition	\$0 57
Pattern No. 161, including narrow condition	90

This decision shall take effect as of the date of beginning the work in question.

A. FISHER & SON, DICKINSON SHOE COMPANY, G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO., CHARLES O. TIMSON SHOE COMPANY — LYNN.

OCTOBER 6, 1924.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, Dickinson Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Merrill, Porter & Co. and Charles O. Timson Shoe Company, of Lynn, and lining makers. (136)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

A. FISHER & SON

Lining-making:

Fleece-lined shoes:	Per 36 Pairs
Back seams	\$0 12
Side stays	24
High-cut:	
Back seams	15
Side stays	30
Top stays	16

DICKINSON SHOE COMPANY

Lining-making:

Closing and taping, three-needle machine	09
Kid top stay	12
Polish side stay	18
Button-flies	11
Silk top stays and barring, each part	08
Closed and lap seams in low-cuts, Romeos, oxfords and Prince Albert tops	07
Whole toe linings, pumps only	18
High-cut; per seam, extra	015

G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, MERRILL, PORTER & CO., CHARLES O. TIMSON SHOE COMPANY

Lining making:

Closing and taping:	
Three-needle machine	10
Closing without taping, two-needle machine	09
Silk top stays and barring silk top; each part	10
Kid top stays	15

	Per 36 Pairs
Silk top on folder	\$0 12
Polish side stays	27
Blucher side stays	30
Button-flies	135
Button stays	09
Barring button-flies	18
Half toe-lining or side seams, whole toe-lining	24
Short or long seams in low-cuts and pieced top and side stay, closed	08
Short or long seams in low-cuts and pieced top and side stay, lap	10
Whole toe-lining	27
Pressed silk top stay	135
Stitching Colonial tongue lining or circular throat of toe lining	27
Stitching tape stay to lining with attachment	095
Half toe-lining, holding back toe of quarter lining	2425
Never-slips:	
No. 1	30
No. 2	39
No. 3	48
No. 4	57
Stitching labels, one to a pair	18
Stitching inlaid labels	30
Tops, curved lap seam	12
Extras:	
High-cut shoes (above standard height):	
Per two seams	015
Per four seams	03
Pieced side stays	045
Pieced top stays	02
Top stays on shoes over nine inches high	015
Right and left toe and quarter linings	06
Holding back tongues and straps when they interfere with the making of seams (actual interference must exist)	04
Centering toe lining or tongue lining	06
Lapping front or side seam or pump lining when not closed	06
Work done on Singer bobbin machine	03
Matchmarking	06

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

OCTOBER 6, 1924.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and stitchers. (223)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough, for the work as there performed:

	Reduction	Per 12 Pairs
Closing	5%	
Staying	7%	
Making linings:		
Boots; no change.		
Oxfords		\$0 07
Closing heel-seam		03
Closing heel-seam, Singer machine; no change.		
Closing fronts; no change		025
Stitching seams; no change		03
Vamp seam, lining pricked		07
Backstay stitching	10%	
Single-needle fancy stitching:		
Attaching; no change.		
Surface stitching	5%	
Siding; no change.		
Eyeletting:		
Duplex machine	10%	
Peerless machine; no change.		
Working and trimming buttonholes; no change.		
Sewing on buttons, including trimming; no change.		

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 7, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (249)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.84 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for pump-stitching the Vanity pump, pattern No. 12315, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY — LYNN.

OCTOBER 7, 1924.

In the matter of the joint applications for arbitration of controversies between the Security Shoe Company, of Lynn, and stitchers. (245, 246)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Pump stitching, pattern No. 205:		Per 26 Pairs
Base price		\$1 62
Strap		45
Making loop		18
Putting through loop		18
Holding in strap		36
Lifting knife		24
Imitation French-cord stitching, pattern No. 205		96

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BENDER SHOE COMPANY — LYNN.

OCTOBER 7, 1924.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and vampers. (239)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.81 per 36 pairs shall be paid by the Bender Shoe Company at Lynn for vamping the shoes in question, as the base price for the work as there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

OCTOBER 7, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and stitchers. (214)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.42 per 36 pairs shall be paid by John R. Donovan Company at Lynn for lining-making, pattern No. 4541, as the work is there performed; rights and lefts on quarters, no extra.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. J. BATES COMPANY — WEBSTER.

OCTOBER 9, 1924.

In the matter of the joint applications for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and employees. (146, 147)

The Board awards that there shall be no change in the prices paid by A. J. Bates Company at Webster for the items of day and piece work submitted, as there performed, except as follows:

Skiving department;	Cordovan, Nubuck, patent leather and white ooze;	5% increase.
Sole-leather department		
Heel department		
Lasting department		
Making department (No. 1 and No. 2)		5% reduction
Finishing department		
Treeing and packing department		

When the compensation is at the rate of \$15 per week or less; no change. The 5% reduction in no instance to make the rate of wages less than \$15 per week.

G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO. — LYNN.

OCTOBER 9, 1924.

In the matter of the joint applications for arbitration of a controversy between G. W. Herrick Shoe Company, James W. Hitchings Company and Merrill, Porter & Co., of Lynn, and cutters. (187-188, 190)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of work submitted in the cutting department, as there performed, except as follows:

Cutting outsides, slippers or comfort shoes (based on sheepskin and cabaretta):

Men's:	Per 36 Pairs
Everett	\$1 80
Opera collar	54
Circular foxed-oxford formation	1575
Quarter formation	1575
Foxing	45
Tips:	
Straight	24
Diamond or half-wing	36
Full-wing	45

Tongues, over 6½ inches, to be considered high-cut.

Extras:

 High-cut boots, Polish:

 Up to and including 6½ inches, government measure; base price.

 Over 6½ inches to 8 inches, inclusive 24

 Over 8 inches to 9 inches, inclusive 42

 Over 9 inches to 10 inches, inclusive 60

 High-cut boots, button:

 Up to and including 6½ inches, government measure; base price.

 Over 6½ inches to 8 inches, inclusive 33

 Over 8 inches to 9 inches, inclusive 51

 Over 9 inches to 10 inches, inclusive 69

Cutting trimmings:

 High-cut side stays:

 Over 6½ inches to 8 inches, inclusive \$0 01

 Over 8 inches to 10 inches, inclusive 02

 High-cut fly linings:

 Over 6½ inches to 8 inches, inclusive 01

 Over 8 inches to 10 inches, inclusive 02

NORTH SHORE SHOE MANUFACTURERS' ASSOCIATION MEMBERS.

OCTOBER 10, 1924.

In the matter of the joint application for arbitration of a controversy between members of the North Shore Shoe Manufacturers' Association and lasters. (280)

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards

that the lasters employed by members of the North Shore Shoe Manufacturers' Association shall receive a restoration of 15% in wages.

By agreement of the parties, this restoration is to take effect as of the pay-roll week of September 27, 1924.

BENDER SHOE COMPANY — LYNN.

OCTOBER 21, 1924.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and stitchers. (240)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Bender Shoe Company at Lynn, for the work as there performed:

Pump-stitching Radio pump:	Per 36 Pairs
Going over seam in front of shoe; extra	\$0 12
Points	18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

OCTOBER 21, 1924.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company of Lynn and stitchers. (242)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.71 per 36 pairs shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for pump-stitching the Sailor tie, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

OCTOBER 21, 1924.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (179)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.26 per 36 pairs shall be paid by Borkum & Glott Shoe Company at Lynn for pump-stitching pattern No. 114, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CLAYMAN SHOE COMPANY — LYNN.

OCTOBER 22, 1924.

In the matter of the joint applications for arbitration of controversies between the Clayman Shoe Company of Lynn and stitchers, etc. (255, 256)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Clayman Shoe Company at Lynn, for the work as there performed:

Perforating, pattern No. 229:	Per 36 Pairs
Shoe made up, collar on vamp	\$0 42
Shoe made up, on plain vamp collar	42
Perforating vamp collar	36
Pump stitching, pattern No. 234 (two-strap)	3 51

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON — LYNN.

OCTOBER 22, 1924.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (263)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under

which it is performed, the Board awards that \$1.08 per 36 pairs shall be paid by A. M. Creighton at Lynn for stitching the Lois foxing on collar, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MERRILL, PORTER & CO. — LYNN.

OCTOBER 22, 1924.

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., shoe manufacturer of Lynn, and stitchers. (270)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.57 per 36 pairs shall be paid by Merrill, Porter & Co. at Lynn for lining-making, pattern No. 325, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

OCTOBER 22, 1924.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (269)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Lining-making:	Per 36 Pairs
Pattern No. 136	\$0 75
Pattern No. 127	87
Pattern No. 124	75

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALDEN & PERRY, INC. — LYNN.

OCTOBER 22, 1924.

In the matter of the joint application for arbitration of a controversy between Walden & Perry, Inc., shoe manufacturer of Lynn, and pressers. (277)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.90 per 36 pairs shall be paid by Walden & Perry, Inc., at Lynn for hand-pressing the one-strap pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

OCTOBER 22, 1924.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company of Lynn and vampers. (274)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.46 per 36 pairs shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for vamping the Sailor one-eyelet tie, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MACLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

OCTOBER 22, 1924.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company of Lynn and vampers. (275)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin-Conway Shoe Company at Lynn, for the work as there performed:

Vamping:	Per 36 Pairs
Pattern No. 3129	\$1 51
Pattern No. 3125, Bopeep	1 20

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

OCTOBER 22, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and stitchers. (273)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.72 per 36 pairs shall be paid by John R. Donovan Company at Lynn for stitching imitation French binding on velvet pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MACLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

OCTOBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin-Conway Shoe Company of Lynn and edgemakers. (217)

The Board awards that the following prices shall be paid by the MacLaughlin-Conway Shoe Company at Lynn, for the work as there performed:

Edgemaking, shoes with wood heels:	Per 12 Pairs
Edgetrimming, wood heels not attached; extra	\$0 06
Edgesetting, wood heels not attached; extra	06

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

OCTOBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company of Lynn and finishers. (282)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.12 per 12 pairs shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for painting the bottoms of all skived-shank shoes which are uncovered.

SHOE MANUFACTURERS — LYNN.

OCTOBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Murphy, Gorman, Waterhouse,, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company and Williams Clark & Co., shoe manufacturers of Lynn, and employees in the edgemaking department. (217)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Edgemaking, all shoes with wood heels:	Per 12 Pairs
Edgetrimming, extra	\$0 06
Edgesetting, extra	06

HUCKINS & TEMPLE, INC. — MILFORD.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., and employees. (197)

The Board awards, as to the items of piece work submitted, that there shall be 5% reduction in the prices paid by Huckins & Temple, Inc., at Milford; that there shall be no change in the day prices, except as follows:

	Per Week
Cutting	\$37 50
Sorting	37 50
Top sorting	31 75
Lining cutting:	
No. 1	33 00
No. 2	30 00
Leather-lining cutting:	
No. 1	28 00
No. 2	23 00
Crimping and cripple cutting	23 00
Lasting department:	
Hand pulling	28 00
Crowning	28 00
Pulling-over by machine	28 00

COTTER SHOE COMPANY — LYNN.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company of Lynn and stitchers. (278)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards, in the factory of the Cotter Shoe Company at Lynn, that no extra shall be paid for conditions on stitching French cord on quarter of old D'Arcy pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MERRILL, PORTER & CO. — LYNN.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., shoe manufacturer of Lynn, and stitchers. (236)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Merrill, Porter & Co., at Lynn, for the work as there performed:

	Per 36 Pairs
Stitching collars on men's slippers:	
Pattern No. 224	\$1 83
Pattern No. 236	1 91
Cemented collar, pattern No. 219	1 12
Imitation collar, pattern No. 219	56

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MACLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company of Lynn and stitchers. (279)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by MacLaughlin-Conway Shoe Company at Lynn, for the work as there performed:

	Per 36 Pairs
Stitching strips on gores:	
Trixie	\$2 64
Comet	2 64

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company of Lynn and pressers. (276)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that no extra shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for hand-pressing ends of French cord on Lasky gore collar, pattern No. 092, as the work is there performed.

WATSON SHOE COMPANY — LYNN.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and pressers. (301)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.48 per 36 pairs shall be paid by the Watson Shoe Company at Lynn for hand-pressing vamp collar, pattern No. 26, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EQUITY SHOE COMPANY — LYNN.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between the Equity Shoe Company of Lynn and pressers. (285)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.058½ per 36 pairs shall be paid by the Equity Shoe Company at Lynn for hand-pressing quarter, pattern No. 9395, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CLAYMAN SHOE COMPANY — LYNN.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between the Clayman Shoe Company of Lynn and skivers. (262)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Clayman Shoe Company at Lynn, for the work as there performed:

Skiving straps on the sides, pattern No. 234; four long and four short straps with points:		Per 36 Pairs
Base price	.	\$0 60
Points	.	12
Conditions	.	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 30, 1924.

In the matter of the joint applications for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and perforators. (271)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Perforating quarter on Pattern No. 12315,		Per 36 Pairs
Vanity:		
Base price	.	\$0 27
Stop	.	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutlers. (298)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board determines that the Fulton shoe in the factory of Strout, Stritter & Co., Inc., at Lynn, is not a foxed shoe.

By agreement of the parties this decision shall take effect as of September 26, 1924.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and perforators. (302)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards, relative to pinking vamp collar on pattern No. 9210-1, Pet, in the factory of Strout, Stritter & Co., Inc., at Lynn, that there are narrow conditions.

OCTOBER 30, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (254)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.65 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for fancy-stitching pointed collar on Pattern No. 14577-1, Barbara, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CLAYMAN SHOE COMPANY — LYNN.

NOVEMBER 3, 1924.

In the matter of the joint application for arbitration of a controversy between the Clayman Shoe Company of Lynn and pressers. (257)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$2.13 per 36 pairs shall be paid by the Clayman Shoe Company at Lynn for pressing pattern No. 234 with straps on the sides (four long and four short straps), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

NOVEMBER 3, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and perforators. (303)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.43 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for perforating design on quarter of pattern No. 16220, Regent, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

NOVEMBER 3, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (304)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$1.91 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for fancy-stitching two rows (single-needle machine) on the Paris shoe, pattern No. 16381, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — LYNN.

NOVEMBER 3, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the vamping department. (159)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of vamping submitted, as there performed.

HOWARD W. HILL COMPANY — BEVERLY.

NOVEMBER 6, 1924.

In the matter of the joint application for arbitration of a controversy between Howard W. Hill Company, shoe manufacturer of Beverly, and lasters, etc. (233)

The Board awards that the lasters, McKay-sewers and beaters-out employed by the Howard W. Hill Company at Beverly shall receive a restoration of 15% in wages.

By agreement of the parties, this restoration is to take effect as of the pay-roll week of September 27, 1924.

BORKUM & GLOTT SHOE COMPANY — LYNN.

NOVEMBER 6, 1924.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (310)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Fancy stitching, pattern No. 126,

Margie quarter:

	Per 36 Pairs
Straps on the side	\$1 01
Loop in straps	09
Holding back lining	06
Trimming ends of straps	06
Condition of fitted strap	18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — LYNN.

NOVEMBER 10, 1924.

In the matter of the joint applications for arbitration of a controversy between Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Murphy, Gorman, Waterhouse, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc.,

Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the heeling department. (150, 192)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of work submitted in the heeling department, as there performed, except as follows:

	Per 12 Pairs
Hand-nailing, rubber tops with more than five nails; extra.	\$0 03
Breasting, off the last, foot-power machine; extra	01
Breast-scouring with two cones; 1½ price.	
Blacking heels (heel-finishing):	
By hand	03
By machine	02
Heelseat-nailing, Dutchmen or rubber soles; 1½ price.	
Extra-high wedge or Pettiform heel; heel-shaving, heel-scouring and heel-breasting, 1½ price.	
Orthopedic, bias or S heel; heel-shaving and heel-scouring, 1½ price.	

DICKINSON SHOE COMPANY, A. FISHER & SON, G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & CO. — LYNN.

NOVEMBER 10, 1924.

In the matter of the joint application for arbitration of a controversy between the Dickinson Shoe Company, A. Fisher & Son, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., and Merrill, Porter & Co., shoe manufacturers of Lynn, and employees in the heeling department. (148)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of work submitted in the heeling department, as there performed.

JOHN R. DONOVAN COMPANY — LYNN.

NOVEMBER 11, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and finishers. (259)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board determines that the John R. Donovan Company at Lynn is not paying the price established by the Board under its decision of March 6, 1924, for bleaching velvet full bottoms, acid or sediment bleach.

By agreement of the parties this decision shall take effect as of the date of the issue arising between the parties.

NOVEMBER 11, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and finishers. (260)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that there shall be no change in the prices paid by John R. Donovan Company at Lynn for the items of bleaching shoes in the finishing and packing departments, except as follows:

Bleaching velvet full bottoms, acid or sediment bleach:	
When two coats are used:	Per 12 Pairs
First coat	\$0 045
Second coat	085
When one coat only is used	085

BORKUM & GLOTT SHOE COMPANY — LYNN.

NOVEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (284)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Pattern No. 126, stitching strips:	Per 36 Pairs
On vamp	\$1 22
On quarter	1 26

By agreement of the parties this agreement shall take effect as of the date of beginning the work in question.

MACLAUGHLIN-CONWAY SHOE COMPANY — LYNN.

NOVEMBER 18, 1924.

In the matter of the joint applications for arbitration of controversies between MacLaughlin-Conway Shoe Company of Lynn and stitchers. (286, 287, 309).

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by MacLaughlin-Conway Shoe Company at Lynn, for the work as there performed.

French-cord stitching:

Riviera pump, pattern No. 3150:	Per 36 Pairs
Base price	\$1 80
Waves	18
Points	27
Narrow conditions	15
Barbara, pattern No. 3145	2 70

French-cord pressing, Riviera pump, pattern No. 3150:

Base price, including special conditions	3 12
Scallops	54
Points	54
Narrow conditions	36

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

NOVEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between MacLaughlin-Conway Shoe Company of Lynn and vampers. (297)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by MacLaughlin-Conway Shoe Company at Lynn, for the work as there performed:

Vamping Comet, pattern No. 3157	Per 36 Pairs
Stitching on collar, Pola, pattern No. 3162	\$0 72
	1 18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

NOVEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, shoe manufacturer of Lynn, and levelers. (306)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that no extra shall be paid by John R. Donovan Company at Lynn for leveling McKay shoes having the storm welt, as there performed.

BORKUM & GLOTT SHOE COMPANY — LYNN.

NOVEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and finishers. (314)

Having considered said application and heard the parties by their duly authorized representatives, the Board makes the following report and finding.

The issues presented relates to the alleged discharge by Borkum & Glott Shoe Company at Lynn of an employee, a member of bottom finishers' union No. 21, Amalgamated Shoe Workers of America. It appeared that the employee in question entered the employment of the company on September 8, 1924, and worked until October 1, 1924, when by reason of lack of work he was discharged or laid off.

The representative of the employees contended that there had been in existence for some time in their organization a rule to the effect that an employee who had worked for three weeks became a regular employee and entitled to an equal distribution of the work with other employees.

Under date of June 10, 1924, the Board made an award (which included this company and its employees) establishing a rule in this department, which rule, however, had nothing to do with the issue in question and, as the parties were notified, this was the

only rule which thereafter was to be in effect between the parties unless other rules were established by mutual agreement or through arbitration. No other rule has yet been established through arbitration.

Upon the evidence presented it does not appear that this so-called rule has been agreed to by the company. The Board therefore determines that the company was within its rights in discharging or laying-off the employee in question.

SECURITY SHOE COMPANY — LYNN.

NOVEMBER 20, 1924.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and stitchers. (325)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Fancy stitching:	Per 36 Pairs
Pattern No. 103; three rows of perforation on top of Polish	\$1 02
Pattern No. 9901; top and side row and bar	1 32

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

NOVEMBER 20, 1924.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and cutters. (235)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough, for the work as there performed:

Cutting:	Per Pair
Lace oxford (based on 8 points per pair, Brockton pointing system)	\$0 05
One-strap, as pattern No. 5290 (based on Brockton pointing system, 10 $\frac{3}{4}$ points per pair)	06
Three-quarter-foxed boot, 6 $\frac{3}{4}$ inches side measure (based on Brockton pointing system, 11 $\frac{1}{2}$ points per pair)	06
Leathers to be used as the base in determining prices: black calf, black side leather, black patent leather and colors when cut as black leather.	
Growing girls' shoes to be the same price as women's.	
Other patterns to be figured according to the Brockton point system.	

Extras:	Per 12 Pairs
Black kid:	
Boots	\$0 15
Low shoes	12
Brown kid:	
Boots	21
Low shoes	18
Nubuck	10
Ooze	12
Suede	12
Straight tip	085
Heel cover	11
Boot tongues:	
Up to and including 7 inches	08
More than 7 inches, per inch; as per pointing value.	
Pricking; per hole	00 $\frac{1}{16}$
Matchmarking; per piece	001
Sheep, cabaretta finish	09
Small lots, 18 pairs or under	09
Broken stock; day work or piece work at the option of the foreman.	

SHOE MANUFACTURERS — BROCKTON.

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitrations of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by T. D. Barry Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
No. 1 grade	\$0 60
No. 2 grade	54
Rubber welt; one operation, double guide; $1\frac{1}{2}$ price.	
Waterproof welt; one operation, double guide; $1\frac{1}{2}$ price.	
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
No. 1 grade	28
No. 2 grade	26
No. 1 grade, around heel; $1\frac{1}{2}$ price.	
No. 2 grade, around heel; $1\frac{1}{2}$ price.	
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Surface stitch:	
No. 1 grade	72
No. 2 grade	68
Fudge stitch:	
No. 1 grade	64
No. 2 grade	62
Leather sole, surface stitch around heel, Grade No. 1 or No. 2; $1\frac{1}{2}$ price.	
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Blue-tag grade	\$0 66
Salmon- or green-tag grade	60
Cork sole, two operations	1 44
Reverse welt; $1\frac{1}{2}$ price.	
One-, two- or three-pair lots; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Blue-tag grade	32
Salmon- or green-tag grade	28
Around heel; $1\frac{1}{2}$ price.	
La Tex sole, around heel; $1\frac{1}{2}$ price.	
One-, two- or three-pair lots; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Surface stitch, one row:	
Blue-tag grade	84
Salmon- or green-tag grade	72
Fudge stitch:	
Blue-tag grade	72
Salmon- or green-tag grade	64
Two rows around forepart; double price.	
One row around heel; $1\frac{1}{2}$ price.	
La Tex sole, around heel; $1\frac{1}{2}$ price.	
Rubber sole	84
One-, two- or three-pair lots; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between the Buckley Shoe Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by the Buckley Shoe Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 60
Cork sole; $1\frac{1}{2}$ price.	
Cork sole around heel; $1\frac{1}{2}$ price.	
Samples; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Regular work	28
Around heel; $1\frac{1}{2}$ price.	
Samples; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Surface stitch:	
Regular work	72
Samples; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Fudge stitch:	
Regular work	64
Samples; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Two rows around forepart; double price.	

NOVEMBER 28, 1924.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Churchill & Alden Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Extra grade	\$0 66
No. 1 grade	60
No. 2 grade	54
Rubber welt; $1\frac{1}{2}$ price.	
Reverse or waterproof welt; $1\frac{1}{2}$ price.	
Cork sole:	
One operation; $1\frac{1}{2}$ price.	
Two operations	1 44
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Extra grade	32
No. 1 grade	28
No. 2 grade	26
Goodyear stitching:	
White or surface stitch:	
Extra grade	84
No. 1 grade	72
No. 2 grade	68
Fudge stitch:	
Extra grade	72
No. 1 grade	64
No. 2 grade	62
Extras:	
Welting, rounding or stitching around heel; $1\frac{1}{2}$ price.	
Samples or three-pair lots and under; $1\frac{1}{2}$ price.	
Stitching two rows, either forepart or all the way around; double price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Condon Brothers Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Condon Brothers Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 54
Cork sole; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Regular work	26
Around heel; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Surface stitch	68
Fudge stitch	62
Two rows around forepart; double price.	
One row around heel; $1\frac{1}{2}$ price.	
Samples or singles; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between the Diamond Shoe Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by the Diamond Shoe Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Grade AA	\$0 66
Grade B	60
Grades C and D	54
Cork welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Grade AA	32
Grade B	28
Grade C	26
Around heel, all grades; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White or surface stitch:	
Grade AA	84
Grade B	72
Grade C	68
Fudge stitch:	
Grade AA	72
Grade B	64
Grade C	62
Around heel, all grades; $1\frac{1}{2}$ price.	
Two rows around forepart; double price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company to its employees at Brockton, for the work as there performed:

Men's shoes:	
Welting:	
Douglas welt, one operation; $1\frac{1}{2}$ price.	Per 24 Pairs
Genuine cork sole, two operations	\$1 44
Regular work:	
Extra grade	66
No. 1 grade	60
No. 2 grade	54
No. 3 grade	48
Reverse welt; $1\frac{1}{2}$ price.	
Rajah welt; $1\frac{1}{2}$ price	
Barbour storm welt; $1\frac{1}{4}$ price.	

	Per 24 Pairs
Roughrounding:	
Extra grade	\$0 32
No. 1 grade	28
No. 2 grade	26
No. 3 grade	24
Around heel; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White or surface stitch:	
Extra grade	84
No. 1 grade	72
No. 2 grade	68
No. 3 grade	62
Fudge stitch:	
Extra grade	72
No. 1 grade	64
No. 2 grade	62
No. 3 grade	56
Welting, roughrounding or stitching, samples or lots of three pairs and under; $1\frac{1}{2}$ price.	
Welting, roughrounding or stitching, around heel; $1\frac{1}{2}$ price.	
Stitching two rows, either forepart or all the way around; double price.	
Women's shoes:	
Welting:	
Extra grade	66
No. 1 grade	60
No. 2 grade	54
No. 3 grade	48
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Extra grade	32
No. 1 grade	28
No. 2 grade	26
No. 3 grade	24
Around heel; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White or surface stitch:	
Extra grade	84
No. 1 grade	72
No. 2 grade	68
No. 3 grade	62
Goodyear stitching, fudge stitch:	
Extra grade	72
No. 1 grade	64
No. 2 grade	62
No. 3 grade	56
Welting, roughrounding or stitching, samples or lots of three pairs and under; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Charles A. Eaton Company to its employees at Brockton, for the work as there performed:

	Per 24 Pairs
Welting:	
Extra grade	\$0 66
No. 1 grade	60
No. 2 grade	54
Cork, Walpole or inverted welt, one operation; all grades, $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.	
Roughrounding:	
Extra grade	32
No. 1 grade	28
No. 2 grade	26
Around heel, stitched heel or crepe, first unit; $1\frac{1}{2}$ price.	
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.	

Goodyear stitching:

White or surface stitch:	Per 24 Pairs
Extra grade	\$0 84
No. 1 grade	72
No. 2 grade	68
Fudge stitch:	
Extra grade	72
No. 1 grade	64
No. 2 grade	62

Two rows around forepart or both sides of shank; double price.

Around heel; $1\frac{1}{2}$ price.Samples or lots of three pairs and under; $1\frac{1}{2}$ price.

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by the Field & Flint Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 60
Walpole welt; $1\frac{1}{2}$ price.	
Reverse welt; $\frac{1}{2}$ price.	
Cork welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Regular work	28
Extension heel; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White stitch	72
Fudge stitch	64
Extension heel, white stitch or fudge; $1\frac{1}{2}$ price.	
Double decker; double price.	
Two rows of stitching, white stitch; double price.	
Two rows, extension heel; double price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 54
Reverse welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Regular work	26
Around heel; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62
Two rows around forepart; double price.	
One row around heel; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Philip Giard Shoe Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Philip Giard Shoe Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 54
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding	28
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Givren, Blunt Shoe Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Givren, Blunt Shoe Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 48
Wetting; extra	03
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding	24
Goodyear stitching:	
White stitch	62
Fudge stitch	56

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Howard & Foster Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Howard & Foster Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
No. 1 grade	\$0 60
Cork sole:	
One operation; $1\frac{1}{2}$ price.	
Two operations	1 44
Reverse welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Samples or three-pair lots and under; $1\frac{1}{2}$ price.	
Roughrounding:	
Regular work	28
Around heel; $1\frac{1}{2}$ price.	
Singles or samples, three-pair lots and under; $1\frac{1}{2}$ price.	
Rubber spring-heel; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Stitched aloft and channel shank inside	315
White or surface stitch	72
Fudge stitch	64
Around heel, white, surface or fudge stitch; $1\frac{1}{2}$ price.	
Singles or samples, three-pair lots and under; white, surface or fudge stitch; $1\frac{1}{2}$ price.	
Rubber sole or rope stitch	72

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by George E. Keith Company to its employees at Brockton, for the work as there performed:

		Per 24 Pairs	
Men's shoes:	Pink-Tag	Blue-Tag	White-Tag
Welting:	Grade	Grade	Grade
Regular work	\$0 66	\$0 60	\$0 54
Samples; $1\frac{1}{2}$ price.			
Singles, three-pair lots or under (Factories 1 and 3); $1\frac{1}{2}$ price.			
Overlap welting; $1\frac{1}{2}$ price.			
Cork sole, one operation (with double welt guide); $1\frac{1}{2}$ price.			
Barbour storm welt; $1\frac{1}{4}$ price.			
Around heel; $1\frac{1}{2}$ price.			
Roughrounding:			
Regular work	35	32	28
Spring-heels, all the way around; $1\frac{1}{2}$ price.			
Three soles to heel	36	32	28
Rubber sole and around heel; $1\frac{1}{2}$ price.			

	Pink-Tag Grade	Per 24 Pairs Blue-Tag Grade	White-Tag Grade
Around heel (No. 3); $1\frac{1}{2}$ price.			
Shoes with golf caulks, \$0.40.			
Singles or samples, three-pair lots or under (Nos. 1 and 3); $1\frac{1}{2}$ price.			
Goodyear stitching:			
Scratch, groove welt or fudge	\$0 80	\$0 64	\$0 62
Around heel; $1\frac{1}{2}$ price.			
Rubber sole, around heel; $1\frac{1}{2}$ price.			
White or surface stitch	84	72	68
Samples or single pairs, three-pair lots and under; $1\frac{1}{2}$ price.			
Two rows around forepart; double price.			
Rubber sole	84	72	66
Women's shoes:			
Welting (including wetting innersoles and preparing welt):			
Regular work	\$0 60		
Shoes with shoulder innersoles	65		
Cork sole, one operation (with double welt guide); $1\frac{1}{2}$ price.			
Barbour storm welt; $1\frac{1}{4}$ price.			
Single pairs or samples; $1\frac{1}{2}$ price.			
Roughrounding (leather or rubber):			
Regular work	28		
Around heel; $1\frac{1}{2}$ price.			
Samples; $1\frac{1}{2}$ price.			
Goodyear stitching:			
Rubber sole	72		
Rubber or Duflex sole, spring-heel, around heel; $1\frac{1}{2}$ price.			
Leather sole, spring-heel, around heel; $1\frac{1}{2}$ price.			
Fudge stitch	64		
Surface or white stitch	72		
No. 3, white hand stitch	80		
Samples or single pairs; $1\frac{1}{2}$ price.			
NOVEMBER 28, 1924.			
<i>In the matter of the joint applications for arbitration of a controversy between Preston B. Keith Shoe Company, of Brockton, and solefasteners. (230, 243)</i>			
The Board awards that the following prices shall be paid by Preston B. Keith Shoe Company to its employees at Brockton. for the work as there performed:			
Welting:		Per 24 Pairs	
No. 1 grade		\$0 60	
No. 2 grade		54	
No. 3 grade		48	
Around heel; $1\frac{1}{2}$ price.			
Cork welt:			
One operation; $1\frac{1}{2}$ price.			
Two operations		1 44	
Overlap or waterproof welt; $1\frac{1}{2}$ price.			
Barbour storm welt; $1\frac{1}{4}$ price.			
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.			
Reverse welt; $1\frac{1}{2}$ price.			
Roughrounding:			
No. 1 grade		28	
Around heel; $1\frac{1}{2}$ price.			
Crepe sole and around heel; $1\frac{1}{2}$ price.			
In pairs, regular work		28	
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.			
Goodyear stitching:			
No. 1 grade, white or surface stitch		72	
Fudge stitch		64	
Around heel; $1\frac{1}{2}$ price.			
Two rows around forepart or all the way around; double price.			
Samples or lots of three pairs and under; $1\frac{1}{2}$ price.			
Rubber sole		72	
Crepe sole and around heel; $1\frac{1}{2}$ price.			

NOVEMBER 28, 1924.

In the matter of the joint application for arbitration of a controversy between A. E. Little Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by A. E. Little Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Men's and women's:	
Regular work	\$0 66
No. 1 grade	60
Misses' and boys'	60
Boots	98
Reverse welt	98
Waterproof welt	98
Cordwainer welt	98
Barbour storm welt; $1\frac{1}{4}$ price.	
Rubber welt, around heel; $1\frac{1}{2}$ price.	
Singles and samples; $1\frac{1}{2}$ price.	
Roughrounding:	
Men's and women's:	
Regular work	32
No. 1 grade	28
Misses' and boys'	28
Boots, case work	66
Boots, singles	98
Around heel; $1\frac{1}{2}$ price.	
Singles and samples; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Men's and women's:	
White or black surface stitch	84
Fudge stitch	72
No. 1 grade:	
Surface stitch	72
Fudge stitch	64
Misses' and boys':	
White or black surface stitch	72
Fudge stitch	64
Singles and samples; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Boots, case work	1 32

NOVEMBER 28 1924.

In the matter of the joint applications for arbitration of a controversy between Charles E. Lynch Shoe Manufacturing Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Charles E. Lynch Shoe Manufacturing Company to its employees at Brockton, for the work as there performed:

	Per 24 Pairs
Welting	\$0 60
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding	28
Goodyear stitching:	
White stitch	72
Fudge stitch	64

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by M. A. Packard Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Extra grade	\$0 66
No. 1 grade	60
Cork sole:	
Two operations	1 44
One operation; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Samples or single pairs; $1\frac{1}{2}$ price.	

Roughrounding:	Per 24 Pairs
Extra grade	\$0 32
No. 1 grade	28
Around heel; $1\frac{1}{2}$ price.	
Samples or single pairs; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Extra grade:	
White stitch	84
Fudge stitch	72
No. 1 grade:	
White stitch	72
Fudge stitch	64
Two rows around forepart; double price.	
Around heel; $1\frac{1}{2}$ price.	
Stitching shank separately, two operations; $1\frac{1}{2}$ price.	
Samples or single pairs; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 60
Cork, imitation cork or Moulton welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Three-pair lots and under; as samples, $1\frac{1}{2}$ price.	
Roughrounding:	
Regular work	28
Around heel; $1\frac{1}{2}$ price.	
Three-pair lots and under; as samples, $1\frac{1}{2}$ price.	
Goodyear stitching:	
Regular work	72
Fudge stitch	64
Around heel; $1\frac{1}{2}$ price.	
Three-pair lots and under; as samples, $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by C. S. Marshall Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 06
Waterproof welt, two-piece; $1\frac{1}{2}$ price.	
Scalloped or turn welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Samples or singles, three-pair lots and under; $1\frac{1}{2}$ price.	
Roughrounding:	
Regular work	28
Around heel; $1\frac{1}{2}$ price.	
Samples or singles, three-pair lots and under; $1\frac{1}{2}$ price.	
Goodyear stitching:	
Regular work:	
Surface stitch	72
Fudge stitch	64
Rubber or fiber sole:	
Surface stitch	72
Fudge stitch	64
Turn welt and scalloped around heel; $1\frac{1}{2}$ price.	
Spring-heel; $1\frac{1}{2}$ price.	
Samples or singles, three-pair lots and under; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Two rows around forepart; double price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Bion F. Reynolds Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Bion F. Reynolds Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Extra grade	\$0 66
Regular grade	60
No. 2 grade	54
Barbour storm welt; $1\frac{1}{4}$ price.	
Singles or samples; $1\frac{1}{2}$ price.	
Roughrounding (including picking out and wetting stock, laying soles, trimming heelseats and turning channels); regular work and singles and samples	76
Goodyear stitching:	
Surface stitch, all grades	84
Fudge stitch, all grades	72
Singles or samples; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Wheeling around heel; double price.	
Top-piece	72

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Luke W. Reynolds Company to its employees at Brockton, for the work as there performed:

Welting	Per 24 Pairs
Barbour storm welt; $1\frac{1}{4}$ price.	\$0 54
Roughrounding	24
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62

NOVEMBER 28, 1924.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 54
Cork, rubber, waterproof or reverse welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Samples or single pairs; $1\frac{1}{2}$ price.	
Roughrounding:	
Regular work	26
Around the heel; $1\frac{1}{2}$ price.	
Samples or single pairs; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White or surface stitch.	68
Fudge stitch	62
Around the heel; $1\frac{1}{2}$ price.	
Samples or single pairs; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Stacy-Adams Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 72
Cordwainer welt	1 275
Stitched-down	1 275
Cork sole, two operations	1 44
Barbour storm welt; $1\frac{1}{4}$ price.	

Around the heel; $1\frac{1}{2}$ price.	
Singles or samples; $1\frac{1}{2}$ price.	Per 24 Pairs
Flextab welt	\$1 10
Roughrounding:	
Regular work	32
Stitched-aloft forepart	50
Around the heel; $1\frac{1}{2}$ price.	
Singles or samples; $1\frac{1}{2}$ price.	
Flextab welt	28
Goodyear stitching:	
Regular work (11 stitches to the inch):	
Fudge stitch	72
Fair (surface) stitch	84
Flextab:	
Fudge stitch	64
Fair stitch	74
Special work:	
12 stitches to the inch	90
13 stitches to the inch	95
Stitched heelseat, fudge or Fair stitch; $1\frac{1}{2}$ price.	
Two rows all around, fudge or Fair stitch; double price.	
Two rows in shank, fudge or Fair stitch; double price.	
Singles or samples; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Stone, Tarlow Co., Inc., shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Stone, Tarlow Co., Inc., to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 54
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding	26
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62
Samples or single pairs; $1\frac{1}{2}$ price.	
Welting, roughrounding or stitching around heel; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by E. E. Taylor Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 54
One operation, cork welt; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Regular work	26
Around heel; $1\frac{1}{2}$ price.	
Samples; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62
Spring-heel and rubber sole; $1\frac{1}{2}$ price.	
Around heel; $1\frac{1}{2}$ price.	
Two rows around forepart or all around; double price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Thompson Brothers Shoe Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular welt	\$0 60
No Wet welt; $1\frac{1}{2}$ price.	
College welt; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
Regular work	28
Around the heel; $1\frac{1}{2}$ price.	
Goodyear stitching:	
White or surface stitch	72
Fudge stitch	64
Around the heel; $1\frac{1}{2}$ price.	
Two rows on shank; double price.	
Two rows on shank and one on heel	1 80
Singles or samples, three-pair lots and under; $1\frac{1}{2}$ price.	

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 54
Waterproof welt, leather or rubber; $1\frac{1}{2}$ price.	
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding	26
Goodyear stitching:	
Surface stitch	68
Fudge stitch	62
Around heel; $1\frac{1}{2}$ price.	
Crepe sole	68

NOVEMBER 28, 1924.

In the matter of the joint applications for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer of Brockton, and solefasteners. (230, 243)

The Board awards that the following prices shall be paid by Whitman & Keith Company to its employees at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
No. 1 grade	\$0 60
No. 2 grade	54
Barbour storm welt; $1\frac{1}{4}$ price.	
Roughrounding:	
No. 1 grade	28
No. 2 grade	26
Goodyear stitching:	
No. 1 grade:	
White stitch	72
Fudge stitch	64
No. 2 grade:	
White stitch	68
Fudge stitch	62
Samples and three-pair lots and under; $1\frac{1}{2}$ price.	

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

NOVEMBER 28, 1924.

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and welters. (261)

The Board awards that the following prices shall be paid by the L. Q. White Shoe Company at Bridgewater, for the work as there performed:

Welting:
Barbour storm welt; $1\frac{1}{4}$ price.
Driffoot welt or cork welt (double guide); $1\frac{1}{2}$ price.

REMOVAL OF VETERANS.

MAY 23, 1924.

In the matter of the suspension of a correction officer, being a veteran, employed by the Commonwealth at the Massachusetts Reformatory under the Department of Correction.

This matter comes before the Board by reason of Section 26, Chapter 31, of the General Laws, under the provisions of which this officer, being a veteran, can be suspended without his consent only after a hearing and upon a written order by this Board.

After due notice, as required by law, a hearing was held thereon at the office of the Board on May 20, 1924, at which the officer was represented by counsel. At the hearing evidence was offered by the superintendent of the reformatory and by the officer. From the evidence it appeared that he was employed under the title of a correction officer and was regularly stationed on the wall enclosing the reformatory ground. His chief duty was to watch the prisoners and guard against their escape. He was stationed in a watch tower at the junction of the east and the south walls, and by taking what was termed "a proper position" therein he could see along both walls. The east wall extended from its junction with the south wall northerly about one thousand feet. From the watch tower he also had a view of the inside of both walls and the open space adjacent thereto. At the point where the prisoner scaled the east wall this open space was about twenty-five feet in width, there being a brick building at this point extending parallel with the wall, and at the northerly end of this building was a pile of lumber.

The prisoner made his escape a few minutes after two o'clock in the afternoon of May 8, 1924, at a point on the east wall about 267 feet northerly from the watch tower. It appeared that he took a plank, about fifteen feet in length and weighing about fifty-eight pounds, from the ground in front of the lumber pile and carried it more than one hundred feet through the open space and placed it against the inside of the east wall. At this point the wall is about twenty-one feet in height. There were cleats, three or four feet apart, on the plank, which apparently had been there for some time (for what purpose, however, did not clearly appear), and the prisoner mounted the plank through utilizing the cleats and from the top of the plank stepped on an electric-light fixture and thence passed on to the top of the wall. The prisoner, at least from the time he took up the plank from the ground until he left the top of the wall to drop to the ground, was in plain view of the watch tower.

There is a walk, with an iron guard rail on the outside of it, along the outer side of the top of this wall. This walk is depressed about three and one-half feet below the level of the top of the inner portion of the wall. The officer testified that he first saw the prisoner when he was on top of the wall and about to go under or over this guard rail in order to reach the ground. The prisoner reached the ground and escaped; the officer calling upon him to halt and, when he failed to do so, firing several shots in order to prevent his escape but not to shoot him. The officer testified that in the position which he ordinarily occupied in the watch tower he had a clear view of the top of the wall, the inside of the wall and the open space adjacent thereto, but from the position that he was in at the time the escape was made he could not see along the inside of the wall or the open space adjacent thereto, his attention being given to another prisoner who was working in the yard near the south wall.

Among the rules which were called to the attention of the officer when he entered upon his employment is the following:

RULE 42. Whenever a prisoner escapes, all lawful means shall be used to apprehend him, and, with the advice of the Commissioners, the superintendent may offer rewards for the arrest and return of the fugitive. Every subordinate officer who is immediately responsible for the security of that part of the prison from which an escape is made may be forthwith suspended from duty, pending an examination into the circumstances of such escape. If it appears that an escape was due to the neglect of an officer to enforce any one of these rules, such officer may be punished by suspension or removal, or he may be required to pay any reward or other expenses that are incurred on account of the escape.

The issue has been raised as to whether or not the officer did all that was required of him in endeavoring to stop the prisoner from escaping after he had dropped down from the wall and was proceeding through the open field; the officer, as stated above, firing several shots for this purpose. The Board does not find it necessary to make any determination upon this issue.

It appears clear that, if the officer had exercised the care and attention called for by the rules and required of him, the prisoner would not have been able to reach the top of the wall and escape; therefore the Board finds that in this respect there was neglect on the part of this officer which resulted in the prisoner's escaping.

Wherefore, the Board orders that William J. Ward, employed as a correction officer at the Massachusetts Reformatory, under the Department of Correction, be suspended from duty for a period of one month, commencing May 26, 1924.

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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

Conciliation and Arbitration
REPORT

OF THE

BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1925



OFFICIALS

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION
AND THE DIVISION OF MINIMUM WAGE)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

Office

ROOM 472, STATE HOUSE

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1925-
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BOARD OF CONCILIATION AND ARBITRATION.

EDWARD FISHER, *Chairman*, HERBERT P. WASGATT, SAMUEL ROSS.

On December 1, 1924, there were pending 56 joint applications for arbitration. During the year 260 joint applications were filed, making a total of 316. Twenty-seven cases were settled, abandoned or withdrawn; decisions were rendered in 239 cases (there being 421 separate decisions) and 50 are now pending. A petition for a certificate of normality and a petition requesting the discharge of a veteran in the public service by reason of negligence in the performance of his duties, were also received and acted upon.

CONCILIATION.

In number as well as in seriousness, the labor controversies involving cessation of work have been less than during the previous years. While the work of the Board and its agent has thereby been lessened, the activities of the Board as a whole have been increased rather than diminished by reason of the fact that, through its policy of endeavoring to anticipate and prevent labor controversies from reaching the stage of cessation of work, the Board has been called upon more and more for advice and service. It is apparent to the Board that both employers and employees are becoming more intimately acquainted with the viewpoint and problems of each other and, as a result, differences arising are now more often than formerly adjusted through mutual agreement and arbitration.

Two of the more important labor controversies which have attracted the attention of the Board during the year:

Building Trades, Boston. — In the spring the employers, members of the Building Trades Employers' Association of Boston, after extended conferences with employees, members of various locals, most of which were affiliated with the United Building Trades' Council, entered into new trade agreements, commonly referred to as the Peace Pact, to be in effect for a period of three years. Not all the locals, however, joined therein, although later at least two other locals whose members were then on strike became parties thereto. In the latter part of May the building laborers, who were not a party to the new agreements, struck to enforce a demand for increased wages. Apparently this strike at first did not seriously interfere with building operations but later, upon its assuming a more serious aspect, the Board requested a conference with the parties, which was held on July 1.

At this conference the Board was informed that the employees were to return to work and that there was a reasonable prospect of an adjustment of the existing differences; therefore, no further steps were taken by the Board at that time. Early in July the electricians struck to enforce a demand for an increase in wages. It appearing in the latter part of July that the differences between the employers and the building laborers had not been adjusted and it also appearing that a general cessation of work by other crafts was threatened, the Board held a conference with committees representing the Building Trades Employers' Association of Boston and the United Building Trades' Council at its office on August 3. At this conference the existing differences were discussed in detail. It appeared that while the building laborers were prepared to arbitrate the question of a wage increase, the employers were not prepared to do so, contending that it would be contrary to the provisions of the so-called Peace Pact agreements entered into with the other crafts. It also appeared that unless there were some adjustment of these differences or an agreement to arbitrate reached, a general strike of employees in the building trades might result. As no settlement was reached at this conference, the Board informed the committees that it was prepared to submit recommendations as a basis for adjusting the differences. It was agreed that such recommendations should be submitted in writing at once, with the further understanding that pending such submission there should be no cessation of work. The next day, August 4, the Board submitted the following recommendations,

with the understanding that a further conference was to be held on August 7, on which date the Board was to be informed of the action of the parties upon the acceptance of the same:

1. All crafts in the building trades not signatory to the agreements known as the Peace Pact, which Peace Pact agreements were entered into between the Building Trades Employers' Association and seven crafts affiliated with the Building Trades' Council and two crafts not so affiliated, are to have the privilege, together with the Building Trades Employers' Association, to make application to arbitrate any issues or existing differences as follows:
 - (a) The arbitration is to be before the Board of Conciliation and Arbitration of the Commonwealth of Massachusetts.
 - (b) The issue or issues to be arbitrated are to be filed with the Board on or before August 17 upon blanks to be furnished by the Board, and signed by the parties, the Board in each instance to determine as a part of the arbitration whether or not the issue or issues presented are, by reason of said Peace Pact agreements, arbitrable and, if the Board so determines, an award is then to be made upon each issue presented.
 - (c) The award of the Board shall be final and conclusive and thereafter, if any further differences or issues arise, they shall be considered and adjusted under the provisions of said Peace Pact agreements.
 - (d) Failure to file any application with the Board on or before August 17 shall be accepted as an acknowledgment and recognition by the parties that no differences exist and if any arise thereafter, such differences shall be considered and adjusted under the terms of the Peace Pact agreements.
2. All crafts signatory to the Peace Pact agreements are to assent in writing to such arbitration on the part of the crafts not signatory thereto and agree that such privilege and decision of the Board in no way violates the terms of their said agreements.

By the Board,

EDWARD FISHER, *Chairman.*

At the conference on August 7 the Board was informed in writing by the committee of the Building Trades Employers' Association that the recommendations were accepted, with the proviso that "all building-trades unions who had not signed trade agreements with their employers, members of the Building Trades Employers' Association, become party to this plan . . ." The representatives of the employees informed the Board that the recommendations were acceptable with a change in subdivision B and the elimination of subdivision D, of Article I. It had been previously understood at the conferences between the parties that there was very little likelihood, if any, of at least one craft — to wit, the electricians', then on strike — becoming party to the recommendations. After some discussion the Board suggested that it would give the matter further consideration and might find it advisable to submit a redraft of its recommendations.

Under date of August 12 the Board submitted the following redraft:

1. All crafts in the building trades not signatory to the agreements known as the Peace Pact, which Peace Pact agreements were entered into between the Building Trades Employers' Association and seven crafts affiliated with the Building Trades' Council and two crafts not so affiliated, are to have the privilege, together with the Building Trades Employers' Association, to make application to arbitrate any issues or existing differences. In the case of the craft known as the building laborers arbitration shall be had.

- (a) The arbitration is to be before the Board of Conciliation and Arbitration of the Commonwealth of Massachusetts.
 - (b) The issue or issues to be arbitrated are to be filed with the Board on or before August 24 upon blanks to be furnished by the Board and signed by the parties. The Building Trades Employers' Association is to have the right to insert in the applications for arbitration the contention that the issues presented are not now arbitrable.
 - (c) Under each arbitration application filed the Board is to hear the parties on all the issues presented, including the issue, if made, that the other issues are not now arbitrable, and if the Board so determines in its decision, no decision becomes necessary then on any other issues presented.
2. All crafts signatory to the Peace Pact agreements are to assent in writing to such arbitration on the part of the crafts not signatory thereto and agree that such privileges and decision of the Board in no way violate the terms of their said agreements.

By the Board,

EDWARD FISHER, *Chairman.*

On August 24, at a conference held to hear the report of the parties on this redraft, the committee of the employers' association reaffirmed the employers' acceptance of the former draft, but did not accept the provisions of the redraft. The employees' committee informed the Board of its acceptance by the employees, but it appeared that the electricians did not join therein and also that the employees had not secured the signatures required under Article II and that, even if such were secured, the employers would still insist that all the crafts, including the electricians, join therein. Under these circumstances the Board informed the committees that, if a strike were imminent, it would in the performance of its duties undertake at once an investigation of this controversy. A question as to the imminence of a strike was raised by the committee of employees and the Board agreed to await further information from the committee before proceeding with the investigation. Later, upon receiving assurance that no strike was imminent, immediate action upon the investigation was withheld.

On August 4 a conference was held with employers in the electrical business, members of the Building Trades Employers' Association, and a committee representing the striking employees in this occupation. There was a discussion of the existing differences and an effort was made to adjust the same, but no settlement was reached and the representatives of the employees were given a copy of the recommendations of the Board and informed that these recommendations applied to them as well as to other crafts. Later it appeared that the electricians, although affiliated with the United Building Trades' Council, declined to vote upon the acceptance of these recommendations and also the redraft of the same.

As the strike still continued the Board determined upon an investigation of this controversy and assigned Tuesday, August 18, as the date to commence the same. Before the investigation was commenced the Board received a request from Mr. Moriarty, acting-mayor of Boston, that the hearing be postponed pending an effort on the part of a committee of employers and a committee of employees to adjust their differences in conference with him. The request was granted and the hearing was adjourned until Thursday, August 20. At that time, it appearing that the parties were still in conference and the Board being assured that in all probability an adjustment would be reached, the Board did not proceed with the investigation.

Later the Board was informed that the differences between the electricians and their employers were adjusted and the men had returned to work and a settlement had also been reached of the controversy with the building laborers;

thereby settling the existing strikes and averting the threatened general strike in this industry.

Textile Industry, Pittsfield. — On Friday, August 21, about 3,000 employees of five textile mills in Pittsfield ceased work by reason of a reduction in wages. The agent of the Board visited Pittsfield and conferred with the employers and also with the employees. As a result of such conferences a recommendation was made to both the employers and the employees that the employees return to work and the differences be submitted to arbitration, the award of the board to be retroactive from the time that work was resumed. Later, after a considerable lapse of time, an arbitration board of three members was established; one nominated by the employers, one by the employees and the two so nominated choosing the third; and an award was made.

ARBITRATION.

The Board rendered decisions upon 239 applications, including 54 of the 56 pending at the beginning of the year. Many of these applications included a number of factories and in some instances involved issues calling for separate decisions; with the result that the Board actually rendered 421 decisions.

The Board was called upon to perform the unusual task of establishing through arbitration the terms and provisions of a new agreement between three of the large milk dealers of Boston and the vicinity (Alden Brothers Company, Francis S. Cummings Company and the Whiting Milk Companies) and their employees, members of Milk Wagon Drivers and Creamery Workers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers. This proved to be a very complicated and difficult matter and hearings thereon occupied several days. The hearings closed on June 19 and the award of the Board establishing the new agreement was made on July 2.

REMOVAL OF VETERANS.

The Board was called upon during the year to act under Section 26 of Chapter 31 of the General Laws, under the provisions of which no veteran holding office or employment in the public service of the Commonwealth shall be removed or suspended without his consent except after a full hearing before this Board and then only upon a written order by the Board. Petition was filed by the Metropolitan District Commission for the discharge of an employee, by reason of negligence in the performance of his duties. A hearing was given and after due consideration the Board issued a written order discharging the employee.

This section has been repealed (see Section 1 of Chapter 220 of the Acts of 1925).

NORMALITY.

A certificate of normality was issued to L. B. Evans' Son Company, shoe manufacturer of Wakefield.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

Conciliation.

Industries Affected: Baking, Building Trades, Milk Distributing, Oil Refining, Paper, Taxi, Transportation, Textile, Shoe.

Principal Differences: Wages, Working Conditions, Discharge.

Arbitration.

Industry Affected.
Milk Distributing.
Shoe.

Issues Arbitrated.
New Agreement.
Wages.
Rules.
Discharge.
Responsibility for
damaged work.

DECISIONS
FINANCIAL STATEMENT.

5

	1925		1926
	Appropriations	Expenditures	Estimated Expenditures
Personal services . . .	\$25,000.00	\$17,116.33	\$7,883.67
Expenses . . .	5,000.00	4,402.05	597.95
			\$20,860.00
Totals . . .	\$30,000.00	\$21,518.38	\$8,481.62
			\$25,860.00

PREFACE.

In order to avoid unnecessary printing and make the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards . . .

In cases where expert assistance is not used the decision is printed in full. The words at the end of each decision, "By the Board," etc., are omitted.

DECISIONS.

SHOE MANUFACTURERS — LYNN.

DECEMBER 4, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Dickinson Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Firman Shoe Company, A. Fisher & Son, Inc., J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Inc., Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the making department.
(228)

The Board awards that the following prices shall be paid by the above-named employers at Lynn for the work as there performed:

	Per 36 Pairs		
	Women's	Misses'	Children's
Trimming in seams:			
By hand:	\$0 27	\$0 245	\$0 21
Ivory or white welting; 1½ price.			
Celluloid box; extra	0225	0225	0225
By machine	24	205	1825
Turning channels	09	075	0625
Skiving shanks:			
By machine	09		
Thin or imitation-turn shanks; extra	03		
Skiving shanks:			
By hand	21		
By hand all around (shanks and foreparts)	30		
Trimming uppers:			
By machine	11	095	0825
By hand	18	1475	13
Covered shoes; extra	06	06	06

Per 36 Pairs

	Women's	Misses'	Children's
	\$0 235	\$0 1975	Infants' \$0 1975
Sole-laying			
Combination lots where soles are laid to size and width; extra	09		
Lots of 12 pairs or under; 1½ price.			
Filling bottoms, welt or McKay, with Besto, or cork filler:			
Foreparts	12	1075	095
Shanks and foreparts	19	17	1525
When shanks are filled over shank piece; extra	06		
Putting up lasts	11	10	10
Getting uppers and innersoles	025		
Throwing away lasts	0375		
Combination lots of more than two widths; extra	01		
Tying up shoes after re-laster	06	05	05
Pulling bottom tacks:			
By machine	11	09	09
By hand	17	15	15
Getting and wetting soles	035	035	035
Cementing by machine, welts:			
Soles	045	045	045
Shoes	07	0575	0575
Feather-edge soles	055		
Cementing by hand, soles or shoes	09		
Cementing and sizing-out, McKays:			
By machine	09		
By hand	12		
Breaking down:			
All around	18	155	135
Shanks	10	085	075
Rubbing stitches	09		
Stapling	09	09	
Around toe; extra	02	02	
First last-pulling, including cutting strings	16	1325	1325
Extras:			
One-buckle	045		
Two-buckle	105		
Three-buckle	165		
Rope last	02		
Second last-pulling	09	0775	0675
When first lasts are used as followers, welt or McKay	12		
Fudge wheeling	11	09	08
Tacking heelseats by machine	04		
Chopping heelseats	0625	0625	0625
Trimming heelseats	08	07	
Putting in wires, Gotham	08		
Wetting shoes	06		
Making circular ball on channel wheel	18		
Re-lasting	18		
Heel-plate last	21		
Pulling side tacks:			
By machine	17	14	11
By machine, two handlings; extra	06		
By hand	22	165	14
Resetting, four tacks	24		
When staples are used	22		
Pulling four tacks, covered shoes; extra	03		
Laying and cementing channels	17	14	12
Laying channels	10	08	07
Cementing channels	07	06	05
Tacking butts and cutting ends by hand	15	15	15
Tacking ends by hand	05	05	05

		Per 36 Pairs	Children's
	Women's	Misses'	Infants'
Butting and cutting ends by hand	\$0 10	\$0 10	\$0 10
Butting welts and tacking by machine	09	09	09
Beating welts	12	1025	09
Samples; 1½ price.			
Tarring shanks	07		
Tacking shanks	12		
Per hour:			

Sole-laying, inseam-trimming, side-tack pulling, bottom-filling, welt beating, channel-turning, shank-skiving, channel-laying, forepart shank-breaking, last-pulling, re-lasting, putting up lasts; \$0.75.

Upper-trimming, stapling, cementing shoes and soles, cementing channels, butting and tacking ends, pulling bottom tacks, cementing and sizing-out McKays; \$0.60.

McGRATH-O'DONNELL SHOE COMPANY — SALEM.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between McGrath-O'Donnell Shoe Company of Salem and employees in the lasting department. (318)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that there shall be no change in the prices paid by McGrath-O'Donnell Shoe Company at Salem to employees in the lasting department.

By agreement of the parties this decision is to take effect as of November 6, 1924.

MacLAUGHLIN SHOE COMPANY — LYNN.

DECEMBER 5, 1924.

In the matter of the joint applications for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and employees in the stitching department. (321, 331)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

	Per 36 Pairs
Cementing inlays:	
Beebe pump (ten cuts)	\$0 90
Conditions	18
Petite pump (fourteen cuts)	1 26
Conditions	24
Fancy-stitching quarter on pattern No. 3165,	
Mule	52

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CABOT SHOE COMPANY — BEVERLY.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Cabot Shoe Company of Beverly and employees in the lasting department. (311)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the lasters employed by the Cabot Shoe Company at Beverly shall receive a restoration of 15% in wages.

By agreement of the parties, this restoration is to take effect as of the payroll week of September 27, 1924.

RELIANCE SHOE COMPANY — BEVERLY.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between

the Reliance Shoe Company of Beverly and employees in the lasting department. (312)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the employees in the lasting department of the Reliance Shoe Company at Beverly shall receive a restoration of 15% in wages.

By agreement of the parties, this restoration is to take effect as of the payroll week of September 27, 1924.

SHOE MANUFACTURERS — BROCKTON.

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Extra grade	\$0 98
No. 1 grade	74
No. 2 grade	66
Rough trimming	32
Samples and singles; 1½ price.	
Edgesetting:	
Extra grade, 2 settings	98
No. 1 grade, 2 settings,	74
No. 2 grade, 2 settings	66
No. 1 grade, 1 setting	54
No. 2 grade, 1 setting	50
Kitting up samples, waxing, kitting and ragging	32
Samples and singles; 1½ price.	
	Per Week of 48 Hours
Edgetrimming	\$36 00
Rough trimming	36 00

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Blue-tag grade	\$0 98
Salmon-tag grade	98
Green-tag grade	74
Rubber soles; no extra.	
La Tex soles, including around the heel; price and one-half.	
Samples and singles; price and one-half.	
Edgesetting, two settings:	
Blue-tag grade	98
Salmon-tag grade	98
Green-tag grade	74
Rubber soles	52
Samples and singles; price and one-half.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:

Green- or yellow-tag grade	\$0 74
Samples and singles; $1\frac{1}{2}$ price.	
Gable or rolled edge:	
Forepart	74
Including around heel; $1\frac{1}{2}$ price.	
Rubber or crepe soles, including around heel; $1\frac{1}{2}$ price.	
Scouring rubber soles; extra	18
Edgesetting, two settings, green- or yellow-tag grade	74
Edgesetting, one setting, green- or yellow-tag grade	54
Edgesetting, gable or rolled edge:	
Forepart	74
Including around heel; $1\frac{1}{2}$ price.	
Edgesetting, samples and singles; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:

Extra grade	\$0 98
Regular grade	74
Rubber soles:	
Heel to heel	74
Around heel:	
One cutter; $1\frac{1}{2}$ price.	
Two cutters	1 23
Rough trimming	32
Edgesetting:	
Extra grade	98
Regular grade, one setting	54
Regular grade, two settings	74
Rolled edge and around heel; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming

Samples and singles; $1\frac{1}{2}$ price.	\$0 66
Edgesetting, two settings	66
Samples and singles; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Diamond Shoe Company of Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:

AA grade	\$0 98
B grade	74
C grade	66
AA or B grade, rolled edge around heel, one-half rolled heel or rolled heel; $1\frac{1}{2}$ price.	
C grade, rolled edge around heel; $1\frac{1}{2}$ price.	
Rubber sole; no extra.	
Edgesetting:	
AA grade, two settings	98
B grade, two settings	74

	Per 24 Pairs
C grade, two settings	\$0 66
C grade, two settings; tan, except rubber sole and heel	74
AA or B grade, rolled edge and heel, one-half rolled heel or rolled heel; $1\frac{1}{2}$ price.	
C grade, one setting; black and rubber sole and heel	50
Rubber sole and heel	54
C grade, rolled edge, one setting	74
C grade, rolled edge, two settings; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes: Per 24 Pairs

Edgetrimming:

Rough trimming	\$0 32
Extra grade	98
No. 1 grade	74
No. 2 grade	74
No. 3 grade	58
Samples and singles; $1\frac{1}{2}$ price.	
Spring-heel, rubber sole, two cutters	1 26
Scouring and brushing edges of rubber or fibre soles	28
Scouring edges, two papers, and brushing, "Locksol" soles; extra grade, No. 1 or No. 2 grade	50
Rolled edge or half-rolled edge, around heel; $1\frac{1}{2}$ price.	
Rolled heelseat only; $1\frac{1}{2}$ price.	
Kitting edges when shoes have round edges on heelseats only; $1\frac{1}{2}$ price.	

Edgesetting:

One setting:

Extra or No. 1 grade	54
No. 2 grade	54
No. 3 grade	44

Two settings:

Extra grade	98
No. 1 grade	74
No. 2 grade	74

Rolled edge or half rolled edge, around heel; $1\frac{1}{2}$ price.

Rolled heelseat, forepart regular; $1\frac{1}{2}$ price.

Kitting edges when shoes have round edges on heelseats only; $1\frac{1}{2}$ price.

Kitting rolled or half-rolled edges, including around heel or rolled heelseats only; $1\frac{1}{2}$ price.

Two settings, russet, No. 3 grade 66

Kitting samples, singles and regular work 32

Brushing edges after kitting; samples, singles and regular work 10

White sole-leather sole, one setting:

No. 1 or No. 2 grade	46
No. 3 grade	32

White rubber sole, wheeled welt; No. 2 grade; wetting, setting once and blacking welt 65

When required to perform an extra operation of staining edge of rubber sole 09

Samples and singles; $1\frac{1}{2}$ price.

Women's shoes:

Edgetrimming:

Extra grade	98
No. 1 grade	74
No. 2 grade	74
No. 3 grade	58
Rough-trimming samples, singles and regular work	28
Rolled edge or half-rolled edge, around heel; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	

Edgesetting:	Per 24 Pairs
One setting:	
No. 1 grade or No. 2 grade	\$0 54
No. 3 grade	44
Two settings:	
Extra grade	98
No. 1 grade or No. 2 grade	74
No. 3 grade	58
Kitting edges on samples	32
Rolled edge or half-rolled edge, around heel; 1½ price.	
Samples and singles; 1½ price.	
White sole-leather sole, one setting:	
No. 1 or No. 2 grade	46
No. 3 grade	32

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Extra grade	\$0 98
No. 1 grade	74
No. 2 grade	74
Braced shank and double decker, two operations and two cutters:	
Extra grade	1 25
No. 1 grade	98
No. 2 grade	98
Rolled edge around heel, one-half rolled, curved or gable; 1½ price.	
Crepe sole including around heel; 1½ price.	
Rough trimming	32
Edgesetting:	
Two settings:	
Extra grade	98
No. 1 grade	74
No. 2 grade	74
One setting:	
Extra grade	54
No. 1 or No. 2 grade	54
Crepe sole including around heel:	
Extra grade	81
No. 1 or No. 2 grade	81
Rolled edge around heel, one-half rolled, curved or gable; 1½ price.	
Kitting edges	32
No-Wet welt	32
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
X or AA grade	\$0 98
A, B, C, D or E grade	74
Rolled edge, around heel; 1½ price.	
Beveled edge; 1½ price.	
Crepe rubber sole; 1½ price.	
Edgesetting:	
X or AA grade	98
A or B grade	74
C, D or E grade, one setting	54
C, D or E grade, two settings	74
Natural edge and heel	74
Rolled edge, around heel; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between A Freedman & Sons, Inc., of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:

Regular work	\$0 74
Rolled edge around heel; 1½ price.	
Rolled edge to heel	74

Edgesetting:

One setting	54
Two settings	74
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming

Edgesetting, two settings	\$0 74
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74

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Givern & Blunt Shoe Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Givern & Blunt Shoe Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming

Edgesetting, one setting	\$0 58
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44

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Howard & Foster Company at Brockton, for the work as there performed:

Per 24 Pairs

Edgetrimming:

Regular work	\$0 74
Samples and singles and around heel; 1½ price.	
Rubber sole and scouring edge	92
Kitting edges	32

Edgesetting:

Two settings, regular-tag grade	74
Two settings, green-tag grade	98
Samples and singles; 1½ price.	
Two settings, around heel; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Men's shoes:

Edgetrimming:

Per 24 Pairs

Rough trimming, randing and smoothing:

Pink-tag grade	\$0 98
Blue-tag grade (including trimming in pairs and mating)	98
White-tag grade	74
Rubber sole including around heel; 1½ price.	
Rubber sole not including around heel; no extra.	
Samples and singles; 1½ price.	

Per 24 Pairs

Custom-made (including trimming in pairs and mating), pink-tag grade	\$0 98
Around heel on any edge such as duo, gable, bevel, rolled edge with $\frac{1}{4}$ round heel or half-rolled edge; $1\frac{1}{2}$ price.	
Edgesetting (including blacking) :	
One setting with filler :	
Pink-tag grade	54
Blue-tag grade	54
White-tag grade	54
Two settings :	
Pink-tag grade	98
Blue-tag grade	98
White-tag grade	74
Rubber sole with leather doubler, white-tag grade, No. 3 factory	74
Custom-made; setting, blacking and kitting, No. 1 factory, pink-tag grade	98
On russet and black shoes stitches are stained by setter except shank.	
Samples and single pairs; $1\frac{1}{2}$ price.	
Rolled edge, half-rolled edge, around heel; $1\frac{1}{2}$ price.	
Rolled edge, $\frac{1}{4}$ round heel, Factory No. 3; $1\frac{1}{2}$ price.	

Women's shoes:

Edgetrimming :	
Welts	74
Around heel on spring-heel, leather or rubber; $1\frac{1}{2}$ price.	
Around heel on rolled edge, $\frac{1}{4}$ round heel, gable, duo or bevel edge; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Edgesetting :	
Welts, including blacking, two settings	74
Welts, including blacking, one setting	54
Two settings and wheeling on Booth edgsetting machine	81
Spring-heels; $1\frac{1}{2}$ price.	
Shoes with light-colored foxing where edges are blacked (shoes not covered) :	
Two settings	81
One setting	60
Around heel on rolled edge, $\frac{1}{4}$ round heel, gable, duo or bevel edge; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Samples and singles; two settings and wheeling on Booth edgsetting machine; $1\frac{1}{2}$ price.	

DECEMBER 5, 1924.

*In the matter of the joint application for arbitration of a controversy between
the Preston B. Keith Shoe Company of Brockton and edgemakers. (244)*

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed :

	Per 24 Pairs
Edgetrimming	\$0 74
Spring-heels and samples and singles; $1\frac{1}{2}$ price.	
Smoothing edge, rubber sole	30
Round edge	74
Round edge and heel; $1\frac{1}{2}$ price.	
Rough trimming	32
Crepe sole, around heel; $1\frac{1}{2}$ price.	
In pairs, regular work	98
Tenderfoot sole :	
No. 2 operation, trimming	\$0 81
No. 3 operation, smoothing	81
	1 62

Edgesetting:

Setting and brushing:

	Per 24 Pairs
Plain, Cuban	\$0 44
One setting	54
Two settings	74
Spring-heel; 1½ price.	
Samples and singles; 1½ price.	
Setting once including heavy filler, rubber sole; black and tan .	58
Setting twice including one coat light and one coat of filler .	65
Setting and brushing rolled or half-rolled edge	74
Setting and brushing rolled edge, around heel; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Edgetrimming:

Men's and women's shoes:

	Per 24 Pairs
Regular work	\$0 98
No. 1 grade	74
Misses' and boys'	74
Boots, singles	1 30
Boots, case work	1 25
Singles and samples; 1½ price.	
Around heel; 1½ price.	
Rolled edge, around heel; 1½ price.	
Spring-heel; 1½ price.	
Puttees	98

Edgesetting:

Men's and women's:

Regular work	98
No. 1 grade	74
No. 1 grade, one setting	54
Misses' and boys'	74
Boots, singles	1 30
Boots, case work	1 25
Samples and singles; 1½ price.	
Around heel; 1½ price.	
Rolled edge, around heel; 1½ price.	
Spring-heel; 1½ price.	
Puttees	98
Shaping after rounder	30
Smoothing	30
Butting in	10
Cork welt	98

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and edgemakers. (244)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming	\$0 74
Jointing	21
Edgesetting	74
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton for the work as there performed:

Edgetrimming:	Per 24 Pairs
Salmon-tag grade, regular work	\$0 74
Leather or rubber spring-heels; 1½ price.	
Rolled edge, around heel; 1½ price.	
Gable edge, around heel; 1½ price.	
Stitched-around heel; 1½ price.	
Samples and singles; 1½ price.	
Edgesetting:	
Two settings, including blacking and brushing	74
One setting, black and tan rubber and Rajah soles with white welt	46
One setting, black and tan rubber and Rajah soles with leather welt	44
Two settings, gable, around heel; 1½ price.	
Two settings, rolled, around heel; 1½ price.	
Two settings, leather or rubber spring-heels; 1½ price.	
Two settings, square on bevel edges	98
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Extra grade	\$0 98
No. 1 grade	74
Scouring rubber soles with trimming	98
Square toes and round corners	80
Crispin arch shanks	98
Rolled edge, gable edge, and around heel; 1½ price.	
Samples and singles; 1½ price.	
Shaping	32
Edgesetting:	
Extra grade	98
Rubber	98
No. 1 grade, two settings	74
No. 1 grade, one setting	54
Crispin arch shanks	98
Gable edge, foreparts; regular price.	
Rolled edge and around heel; 1½ price.	
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between Poole & Johnson, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming:	
Regular work	\$0 74
Crepe soles, around the heel; 1½ price.	
Stitched-around heel; 1½ price.	
Rolled heelseat; 1½ price.	
Gable heel; 1½ price.	
Samples and singles; 1½ price.	
Jointing by hand	21
Edgesetting:	
Regular work	74
Rolled edge	74
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Extra grade	\$0 98
Regular work	98
No. 2 grade	74
Samples and singles; 1½ price.	
Shaping up after rounder	32
Edgesetting:	
Extra grade; two settings, kitting and ragging	1 38
Regular work; two settings and brushing	98
No. 2 grade; two settings and brushing	74
Samples and singles; two settings, kitting and ragging; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming; no knifing or jointing	\$0 66
Edgesetting; blacking and setting once	44

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Regular work	\$0 98
Samples and singles; 1½ price.	
Boots	1 25
Rough trimming	32
Rolled edge, trimming or setting, when around the heel; 1½ price.	
Edgesetting:	
Regular work	98
Kitting edges	40
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Regular work	\$0 74
Rolled or gable heel; 1½ price.	
Samples and singles; 1½ price.	
Edgesetting:	
One setting	54
Two settings	74
Rolled or gable heel; 1½ price.	
Samples and singles; 1½ price.	
Roughing up shoes before stitching	32

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Regular work	\$0 74
Yellow-tag grade	74

Edgesetting:	Per 24 Pairs
Regular work:	
Two settings	\$0 74
One setting	54
Yellow-tag grade:	
Two settings	74
One setting	54

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
Edgetrimming	\$0 74
Edgetrimming, duck-bill	79
Rough trimming	32
Rolled edge or half-rolled edge, including around the heel after heeling; 1½ price.	
Edgesetting:	
One setting	54
Two settings	74
Rolled edge or half-rolled edge, including around the heel after heeling; 1½ price.	
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Trimming or setting edges:	Per 24 Pairs
White- or salmon-tag grade	\$0 74
Yellow-tag grade	98
Samples and singles; 1½ price.	
Stitched-around heel, crepe or Rajah sole, rolled edge, or half-rolled edge around heel; 1½ price.	
Kitting edges, white, salmon- or yellow-tag grade	32
Roughing-up edges:	
White, salmon- or yellow-tag grade	32
Samples and singles; 1½ price.	
Around heel, white, salmon- or yellow-tag grade	46
Samples and singles; 1½ price.	

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Edgetrimming	Per 24 Pairs
Edgetrimming crepe sole, around heel; 1½ price.	\$0 66
Edgesetting:	
One setting	50
Two settings	66

DECEMBER 5, 1924.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and edgemakers. (244)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Edgetrimming:	Per 24 Pairs
No. 1 grade	\$0 74
No. 2 grade	66
Samples and singles; 1½ price.	

Edgessetting:

	Per 24 Pairs
Two settings, No. 1 grade	\$0 74
One setting, No. 1 grade	54
Two settings, No. 2 grade	66
One setting, No. 2 grade	50
Samples and singles; 1½ price.	

BURDETT SHOE COMPANY — LYNN.

DECEMBER 11, 1924.

In the matter of the joint application for arbitration of a controversy between the Burdett Shoe Company of Lynn and stitchers. (241)

The Board awards that no extra shall be paid by the Burdett Shoe Company at Lynn for stitching over gores in pump stitching, as the work is there performed.

A. M. CREIGHTON — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (326)

The Board awards that \$1.53 per 36 pairs shall be paid by A. M. Creighton at Lynn for pump-stitching the Selma shoe, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DAVIS SHOE COMPANY — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the Davis Shoe Company of Lynn and stitchers. (327)

The Board awards that \$0.96 per 36 pairs shall be paid by the Davis Shoe Company at Lynn for pump-stitching, pattern No. 2948, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

G. W. HERRICK SHOE COMPANY — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company of Lynn and stitchers. (328)

The Board awards that \$1.53 per 36 pairs shall be paid by the G. W. Herrick Shoe Company at Lynn for pump-stitching, pattern No. 224, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (330)

The Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Pump-stitching, pattern No. 16 x 11:	Per 36 Pairs
Base price	\$1 35
Holding braided strap	27
Throwing knife	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (329)

The Board awards that \$1.53 per 36 pairs shall be paid by the Borkum & Glott Shoe Company at Lynn for pump-stitching pattern No. 130, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BOSTON.

DECEMBER 16, 1924.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Boston, and wood-heelers. (299)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 9 at Boston, for the work as there performed.

	Per Pair
Cutting and fitting Cuban heel on turned shoes	\$0 055
Cutting on, Cadet heel	0625
Finishing and breasting, Cadet heel	0625
Celluloid heel, finishing	10
Attaching heel by machine, including gluing and pounding	0275
Day work; no change.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALL, DOYLE & DALY, INC. — BROCKTON.

DECEMBER 18, 1924

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and lasters. (288)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Assembling by machine, vulco box, when counters are pasted by machine	\$0 30
Side lasting, combination method	36

By agreement of the parties this decision shall take effect as of the date of beginning payment on account.

HUCKINS & TEMPLE, INC. — MILFORD.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (295)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

	Per 12 Pairs
Goodyear stitching:	
White surface stitch	\$0 2866
Black surface stitch on natural welt	2866
Black stitch on black welt	2456
Putting papers in quarters (in assembling)	02
Edgetrimming, crepe sole with crepe welt; to be done by the day.	

B. A. CORBIN & SON COMPANY — MARLBOROUGH.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between the B. A. Corbin & Son Company, shoe manufacturer of Marlborough, and employees in the making department of the Diamond-M factory. (316)

The Board awards that there shall be no change in the prices paid by the B. A. Corbin & Son Company at Marlborough in the Diamond-M factory for the items of work submitted, as there performed.

A. J. BATES COMPANY — WEBSTER.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between the A. J. Bates Company, shoe manufacturer of Webster, and cutters. (268)

The Board awards that there shall be no change in the prices paid by the A. J. Bates Company at Webster for outside cutting and sorting, and cutting by apprentices.

STROUT, STRITTER & CO., INC. — LYNN.

DECEMBER 18, 1924.

In the matter of the joint application for arbitration of a controversy between

Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and perforators.
(337)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$0.165 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for perforating vamp line of quarter on blucher oxford, pattern No. 162 x 06, No. 12 perforation, as there performed.

By agreement of the parties this decision shall take effect as of November 7, 1924.

SHOE MANUFACTURERS — LYNN.

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the stitching department. (158)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for pump-stitching, as there performed, except as follows:

	Per 36 Pairs
Slashing linings on strap shoes, on Barbour trimming machine:	
Two to a pair	\$0 06
Four to a pair	12
Interlaced or braided pump where it is less than one-fourth of an inch from the edge; extra	09

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capitol Shoe Company, Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Donovan-Giles Company, John R. Donovan Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fierman Shoe Company, A. Fisher & Son, Inc., J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Keily & Co., A. E. Little Company, MacLaughlin-Conway Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., T. J. Sullivan Shoe Company, Swartz Shoe Company, Inc., Charles O. Timson Shoe Company, Travers Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., shoe manufacturers of Lynn, and employees in the ironing department. (229)

The Board awards that there shall be no change in the prices paid in the ironing department by the above-named employers at Lynn, for the work as there performed, except as follows:

Patent leather:

Cleaning and polishing on tree foot when not cleaned on power brush:	Per 36 Pairs
Oxford, pump or one-strap	\$1 35
Boot, dull top	1 45

Second polishing and cleaning on tree foot after being first cleaned on power brush:		Per 36 Pairs
Oxford, pump or one-strap		\$0 74
Boot, dull top		81
Cutting covers on treeing machine, cloth:		
Whole		54
Three-quarter		42
G. W. HERRICK SHOE COMPANY, JAMES W. HITCHINGS COMPANY, INC., MERRILL, PORTER & Co., CHARLES O. TIMSON SHOE COMPANY.		
Ironing on tree foot, patent leather:		Per 36 Pairs
Everett, Romeo, opera or oxford		\$0 45
Faust and Cavalier		54

SHOE MANUFACTURERS — BROCKTON.

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Churchill & Alden Company, Condon Brothers Company, Field & Flint Company, Philip Giard Shoe Company, Inc., Givren & Blunt Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., Whitman & Keith Company, shoe manufacturers of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Diamond Shoe Company, Charles A. Eaton Company, Howard & Foster Company, Schwarz, Ruggles, Inc., and Wall, Doyle & Daly Inc., shoe manufacturers of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 0095
Class 2	00842
Class 3	00792
Class 4	00713
Class 5	00634
Whole-shoe cutting, by machine:	
Class 1:	
Colors	00745
Balance	00694
Class 2:	
Colors	00662
Balance	00621
Class 3:	
Colors	00621
Balance	00576
Class 4	00518
Class 5	00465
Jobs amounting to \$3.50 or less; 10% more than the base price.	
Tops, by hand:	
Class 1	0081
Class 2	00724
Class 3	00626
Tops, by machine:	
Class 1	00591
Class 2	00527
Class 3	00456
Leather-lining cutting:	
By hand:	
Class 1	00747
Class 2	0063
Class 3	00585
By machine:	
Class 1	00369
Class 2	00333
Class 3	00288

On block:	Per Point
Class 1	\$0 00414
Class 2	00351
Class 3	00297

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and cutters. (267)

The Board awards that the following prices shall be paid by the W. L. Douglas shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 0095
Class 2	00842
Class 3	00792
Class 4	00713
Class 5	00634
Whole-shoe cutting, by machine:	
Class 1:	
Colors	00745
Balance	00694
Class 2:	
Colors	00662
Balance	00621
Class 3:	
Colors	00621
Balance	00576
Class 4	00518
Class 5	00465
Jobs amounting to \$3.50 or less; 10% more than the base price.	
Tops, by hand:	
Class 1	0081
Class 2	00724
Class 3	00626
Tops, by machine:	
Class 1	00591
Class 2	00527
Class 3	00456

Leather-lining cutting:

By hand:

	Per	Point
Class 1	\$0	00747
Class 2		0063
Class 3		00585

By machine:

Class 1		00369
Class 2		00333
Class 3		00288

On block:

Class 1		00414
Class 2		00351
Class 3		00297

Casing up black vici, counting and attaching sticker and filling out same from master tag:

	Per Lot
Tag on tip	\$0 0087
Tying tag on top	0027
Tying tag on vamp	0027

Casing up leather parts of uppers; casing up colored shoes, counting and attaching sticker and filling out same from master tag:

Tag on tip	0087
Tying tag on top	0027
Tying tag on vamp	0027

Casing up all leathers and tying on stay tag and filling out same from master tag

	0087
--	------

Tying on tongue tag and filling out from master tag

	0087
--	------

Tying on foxing tag and filling out from master tag

	0087
--	------

Tying on fly tag and filling out from master tag

	0087
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Pinking:

Per 24 Pairs

Foxing and counter stay	\$0 108
Anchor stay, oxford	126
Anchor stay, bal.	144
Wing tip, pointed throat	126
Wing tip, square throat	126
Oxford, circular vamp	09
Long vamp	108
Apron, both sides, patterns Nos. 320 and 360	18
Vamp patterns:	
Nos. 340 and 341	108
Nos. 342 and 343	135
Nos. 301, 305, 296	135
Nos. 344 and 346	135
Foxing pattern No. 344	162

Crimping russet, gun metal and vici, seam and short blucher vamp

	058
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Crimping patent leather, seam and short blucher vamp

	075
--	-----

Crimping Congress front

	13
--	----

Crimping Creole

	40
--	----

Tying up after crimping

	0027
--	------

Crimping regular blucher with tongue

	08
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Marking vamps, Roger marker:

Bal. blucher and blucher oxford	0325
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Seam blucher	0335
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Patterns Nos. 209, 240, 258, 262, 263, 296, 351, 305, 352, 337, 339,	
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345, 365, 311, 359	0335
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Patterns Nos. 248, 249, 260	0325
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Blucher and blucher-oxford vamp, tongue attached	0335
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Cutting off vamp toe by hand

	036
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Block cutting by die, tongues cut over, blocked by cutter:

Bal. and blucher	0675
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Oxford and blucher oxford	045
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Block cutting by die, stays cut over, blocked by cutter:

Large, Nos. 1 and 3	054
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Small, Nos. 10, 11, 13, 4 and 7	036
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Machine tip punching, plain edge trim or pinked and bevel pinked

	018
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Machine tip punching, folded edge

	02
--	----

Machine tip pinking only, bevel pinked

	0225
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Machine tip punching, flower design on right and left tip

	036
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Machine tip punching, flower design on regular wing tip

	04
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Per Lot

Black shoes, gun metal and mat top; counting, attaching sticker and filling out from master tag on tip	\$0 0135
Counting and casing vamps	003
Tying tag on vamp	002
Counting and casing tops	003
Tying tag on top	002
When working in parts casing up black work; extra	0045
Black vici and colored shoes; counting, attaching sticker and filling out from master tag on tip	009
Tying tag on top	002
Tying tag on vamp	002
All leathers; tying on stay tag and filling out from master tag	009
Tying on tongue tag and filling out from master tag	009
Tying on fly tag and filling out from master tag	009
Tying on foxing tag and filling out from master tag	009
Casing up work by master tag, colored shoes and black vici; tearing off tag from master tag and tying same on vamp	0027
Tearing off tag from master tag and tying same on:	
Top	0027
Tongue	0027
Stay	0027
Tip	0027
Casing up and counting black shoes other than black vici; tearing off tag from master tag and tying same on:	
Vamp	01
Top	01
Foxing	01
Tip	01
Tongue	01
Stay	01
Button-fly	01
Old tag and sticker system, casing up:	
Tying tag on vamp	0027
Counting and casing tops and tying on tops	01
When working in parts, casing up black work; extra	002
Per 24 Pairs	
Marking doublers, yellow ink	\$0 0167
Marking doublers	0135
Marking linings:	
No. 1	0261
No. 2	045
No. 3	0482
No. 4	0392
No. 5	0424
<i>Stay Department:</i>	
Hand knife cutting from sorted pieces:	
Blucher eyelet facings	342
Bal. eyelet facings	297
Button-fly linings, patterns Nos. 96, 41, 150, 198 and 228	108
Button and blucher linings, pattern No. 71	36
Dieing-out on block:	
Button-fly linings, sorted pieces, all patterns	081
Pieces, pieced facings, blucher, sorted stock	1305
Pieces, pieced facings, bal., sorted stock	1215
Pieces, pieced facings, blucher, unsorted stock	1395
Pieces, pieced facings, bal., unsorted stock	1305
Pieces, whole facings, sorted stock	1305
Pieces, army side facings	0653
Pieces, skeleton top facings (oxford)	1215
Pieces, skeleton side facings (oxford)	1215
Pieces, tongues, bal. and blucher	0675
Pieces, heel stays:	
Sorted stock	063
Unsorted stock	0653
Centers	045

Block work, pieces:		Per 24 Pairs
Pieced button-flies		\$0 0784
Blucher-oxford and oxford tongues		045
Blucher-oxford and oxford tongues, unsorted stock		0765
Nos. 1 and 3 large and T outside backstays, unsorted stock		0945
Nos. 4 and 7 small outside backstays, unsorted stock		063
English and Jersey outside backstays, unsorted stock		108
Nos. 1 and 3 large and T blocked outside backstays, sorted stock		0585
Nos. 4 and 7 small blocked outside backstays, sorted stock		0405
Cutting down tongues		0675
Block work, whole stock:		
Tongue linings		0675
Whole facings, blucher		054
Whole facings, bal.		054
Oxford top facings		054
Oxford side facings		054
Inside heel stays		036
Army heel stays		072
Whole top facings		054
Button-fly linings		054
Button-fly reinforcements		027
Bal. and blucher tongues		0675
Heel-pods, short, bal.		0315
Heel-pods, long, oxford		036
Marking linings:		
No. 7 doublers, over 9 pairs		0135
No. 8 doublers, 9 pairs and under		0158
X bellows tongue, without stock number		0972
XX bellows tongue, with stock number		0131
No. 1 cloth lining, without stock number		0261
No. 2 cloth lining, with stock number		0294
No. 4 cloth lining with Apex cover, without stock number		0392
No. 5 leather lining, oxford and high shoe, including tying up		045
No. 6 cloth lining with Apex cover, with stock number		0424
No. 9 leather lining, high shoe with Apex cover and stock number, and tying up		0612
No. 10 leather lining, oxford and high shoe, with stock number and tying up		0482
No. 12, Prince Albert; marking gore and quarter lining with yellow ink		0784
Blucher and blucher-oxford toe linings, cloth		0261
Letter C after number, hand stamp		0405
Extra for stock number		0032
Tying up oxfords		0032
Extra for covers		013
Casing and sorting:		
Outside backstays		0158
Tongues		0158
Fly linings		0158
Casing tongues		0113
Casing fly linings		0113
Men's pieced facings; tying up, sorting and pasting		0405
Pieced facings, pasting		0424
Pieced facings, sorting		0131
Pieced facings, sorting and tying up		0163
Pieced button-fly linings, pasting		0358
Women's pieced facings, pasting		054
Trimming tongues		027
Casing and tying up:		
Facings		0158
Heel stays		0113
Top facings		0113
Button reinforcement		0113
Casing:		
Cloth quarter linings		0126
Cloth toe linings; blucher, blucher oxford, pattern No. 236		0056
Cloth doublers		009
Tying up and marking cloth toe linings		009
Tying up and marking cloth doublers		0146

	Per 24 Pairs
Crimping blucher toe linings, leather	\$0 036
Crimping blucher toe linings, cloth	009
Crimping blucher vamp stays, cloth	0045
Casing bal. oxford toe linings, cloth	009
Remnant Department:	
Block work, pieces:	
Cutting heel-pods, sorted stock	0405
Cutting heel-pods, unsorted stock	0428

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00

Men's and Women's shoes, No. 2 cloth department:

	Per 12 Pairs
Casing linings:	
Bal.	\$0 0161
Blucher toe linings	0161
Blucher quarters	0161
Quarter-oxford toe linings	0161
Cutting and casing doublers, except heavy No 5:	
Cutting	\$0 0211
Casing	0151
Cutting rubber-cloth bracing	0563
Cutting covers:	
Two-piece	0321
One-piece	0402
One-half or top covers	0241
Odd pairs (double the bal. price)	1125
Cutting and casing heavy No. 5 doubler:	
Cutting	\$0 0256
Casing	0151

Lining cutting; cutting and easing:		Per 12 Pairs
Bal.		\$0 0563
Blucher bal.		0684
Blucher toe linings		0402
Blucher quarters		0563
Button		0563
Congress:		
Single end		0563
Double end		0724
Blucher-oxford toe linings		0402
Quarter-oxford toe linings		0405
Cloth quarter linings:		
Whole-quarter-oxford linings		0684
Two-piece oxford linings:		
Quarter linings		0563
Toe linings		0405
Hand cutting, cloth side linings: patterns Nos. 1350, 5940, 6150, 6961, 8150, 11150, 7710, 7920, 7910, 7720:		
Cutting	\$0 0241	
Casing	0161	0402

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and cutters. (267)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

		Per 48 Hours
Whole-shoe cutting, by hand or machine		\$40 80
Sorting		40 80
Top cutting, by hand or machine		30 00
Cloth-lining cutting, by hand or machine		36 00
Apprentices on shoes:		
First six months		31 00
Second six months		35 00
Afterward		40 80
Apprentices on tops:		
First six months		25 00
Second six months		27 50
Afterward		30 00
Leather-lining cutting; by hand, block or machine		25 00
Crimping:		
Cloth and leather toe linings		16 32
Outsides:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		23 04
Throating		24 00
Marking linings:		
First three months		13 44
Second three months		15 84
Afterward		20 00
Cutting trimmings, by hand or machine:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		24 00
Whole-shoe cutting, by hand:		Per Point
Class 1		\$0 0095
Class 2		00842
Class 3		00792
Class 4		00713
Class 5		00634
Whole-shoe cutting, by machine:		
Class 1:		
Colors		00745
Balance		00694

Class 2:		Per Point
Colors		\$0 00662
Balance		00621
Class 3:		
Colors		00621
Balance		00576
Class 4		00518
Class 5		00465
Jobs amounting to \$3.50 or less; 10% more than the base price.		
Tops, by hand:		
Class 1		0081
Class 2		00724
Class 3		00456
Tops, by machine:		
Class 1		00591
Class 2		00527
Class 3		00456
Leather-lining cutting:		
By hand:		
Class 1		00747
Class 2		0063
Class 3		00585
By machine:		
Class 1		00369
Class 2		00333
Class 3		00288
On block:		
Class 1		00414
Class 2		00351
Class 3		00297
Cutting, casing and tying doublers:		Per 24 Pairs
Seamless vamps		\$0 20
Short vamps		15
Throating, centering, casing and tying blucher and short vamps		075
Six pairs and under; 1½ price.		
Inlays; cutting, casing and tying		09
Slashing women's and men's blucher-vamp doublers; extra		03
Whole-quarter bal. and blucher tops; per 100 pairs	\$0 45	
Side linings, foxing and bal. top; per 100 pairs	25	
Tips; per 100 pairs	125	
Oxford covers		13
High-shoe covers		30
Cutting off fold on top of blucher or bal. top; extra per 100 pairs, \$0.15.		
Paper pattern; 1½ price.		
Marking shoes and parts of uppers by machine, Peerless:		
18 pieces to a pair		1731
16 pieces to a pair		1531
14 pieces to a pair		1312
12 pieces to a pair		1187
10 pieces to a pair		1031
8 pieces to a pair		0871
6 pieces to a pair		0685
4 pieces to a pair		05
2 pieces to a pair		0281
Colored vici; extra		005
Samples and one- or two-pair lots; 1½ price.		
Notch in tips or Eureka machine; one-half of price of match-marking.		Per Lot
Attaching sticker and filling same from master tag		\$0 0025
Tying tag on vamp		0025
Tying tag on top		0025
Counting and casing vamps		0035
Rounding corners		Per 24 Pairs
Marking linings, cloth or leather, including ink of all colors:		\$0 045
Pen work		0475
Papers		0475

	Per 24 Pairs
Tying tags	\$0 0025
Double marking	095
Single marking	0475

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed: Per 48 Hours

Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 0095
Class 2	00842
Class 3	00792
Class 4	00713
Class 5	00634
Whole-shoe cutting, by machine:	
Class 1:	
Colors	00745
Balance	00694
Class 2:	
Colors	00662
Balance	00621
Class 3:	
Colors	00621
Balance	00576
Class 4	00518
Class 5	00465
Jobs amounting to \$3.50 or less; 10% more than the base price.	
Tops, by hand:	
Class 1	0081
Class 2	00724
Class 3	00626
Tops, by machine:	
Class 1	00591
Class 2	00527
Class 3	00456

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00
Crimping:	
Cloth and leather toe linings	16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00
Leather-lining cutting:	
By hand:	Per Point
Class 1	\$0 00747
Class 2	0063
Class 3	00585
By machine:	
Class 1	00369
Class 2	00333
Class 3	00288
On block:	
Class 1	00414
Class 2	00351
Class 3	00297

DECEMBER 19, 1924.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and cutters. (267)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six weeks	31 00
Second six weeks	35 00
Afterward	40 80

		Per 48 Hours
Apprentices on tops:		
First six months		\$25 00
Second six months		27 50
Afterward		30 00
Leather-lining cutting; by hand, block or machine		25 00
Crimping:		
Cloth and leather toe linings		16 32
Outsides:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		23 04
Throating		24 00
Marking linings:		
First three months		13 44
Second three months		15 84
Afterward		20 00
Cutting trimmings, by hand or machine:		
First three months		16 32
Second three months		18 24
Third three months		20 16
Afterward		24 00
Whole-shoe cutting by hand:		Per Point
Class 1		\$0 0095
Class 2		00842
Class 3		00792
Class 4		00713
Class 5		00634
Whole-shoe cutting, by machine:		
Class 1:		
Colors		00745
Balance		00694
Class 2:		
Colors		00662
Balance		00621
Class 3:		
Colors		00621
Balance		00576
Class 4		00518
Class 5		00465
Jobs amounting to \$3.50 or less; 10% more than the base price.		
Tops, by hand:		
Class 1		0081
Class 2		00724
Class 3		00626
Tops, by machine:		
Class 1		00591
Class 2		00527
Class 3		00456
Matchmarking shoes and parts of uppers:		Colors Black
Pieces to a pair:		Per 24 Pairs
Sixteen	\$0 125	\$0 055
Fourteen	1125	0475
Twelve	1025	0425
Ten	0925	037
Eight	08	0315
Four	055	018
Two	038	0012
Colored vici; extra over above prices		005
One-pair or two-pair lots; 1½ price.		
Marking vamps for tips:		
Bal. and circular vamps		04
Blucher and blucher oxford, crimped before marking		06
Two holes by hand		04
Four holes by hand		06
Six holes by hand		07

Women's:

Per 24 Pairs

Bal. for tip and center	\$0 045
Bal. for imitation tip	0675
Bal. for wing tip	13
Blucher for tip	035
Small blucher tip	0375

JOHN R. DONOVAN COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of controversies between the John R. Donovan Company, shoe manufacturer of Lynn, and employees in the stitching department. (335, 336)

Having considered said applications, and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the John R. Donovan Company at Lynn, for the work as there performed:

Per 36 Pairs

Table work; cementing narrow strap with stick for cut-outs	\$0 12
Trimming one-eyelet tie:	
Satin	18
Leather	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MERRILL, PORTER & CO. — LYNN.

DECEMBER 23, 1924.

In the matter of the joint applications for arbitration of controversies between Merrill, Porter & Co. of Lynn, shoe manufacturer, and stitchers. (322-324, 333)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by Merrill, Porter & Co. at Lynn, for the work as there performed:

Fancy stitching:

Per 36 Pairs

Pattern No. 326:

Back of saddle	\$0 78
Front of saddle	78
Four fitted cut-outs	1 08
Barring	24
Matching saddle with cut-outs to collar	36
Vamp collar	72
Centering (if done)	12
Quarter collar	66
Centering (if done)	06

Pattern No. 334:

Sprung-on collar on vamp, egg shaped	78
Centering on vamp and collar (if done)	12
Top of quarter collar	66
Stitching side straps	1 01
Matching cut-outs on saddle with collar	36
Cut-outs	1 73

Pattern No. 336:

Stitching on vamp collar	81
Vamping	72
Points	18
Centering	12

Stitching on quarter:

Collar including saddle formation	1 26
Points	36

Gore shoe, tucking in binding; no extra.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JAMES W. HITCHINGS COMPANY, INC. — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the James W. Hitchings Company, Inc., shoe manufacturer of Lynn, and vamps. (307)

The Board awards that \$1.38 per 36 pairs shall be paid by the James W. Hitchings Company, Inc., at Lynn, for vamping pattern No. 8577, Bianca, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and pressers. (320)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Pressing pattern No. 3180:	Per 36 Pairs
Base price	\$0 51
Vamp line	27

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOHN R. DONOVAN COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the John R. Donovan Company, shoe manufacturer of Lynn, and vamps. (332, 334)

The Board awards that the following prices shall be paid by the John R. Donovan Company at Lynn, for the work as there performed:

Vamping:	Per 36 Pairs
Pattern No. 7913, including barring	\$0 875
One-eyelet tie	99

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WOOD-STEVENS COMPANY — SALEM.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the Wood-Stevens Company, shoe manufacturer of Salem, and lasters. (313)

The Board awards that there shall be an increase of 15% in the prices paid by the Wood-Stevens Company at Salem in the lasting department for the items of work submitted.

G. W. HERRICK SHOE COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company of Lynn and finishers. (231)

The Board awards that the following prices shall be paid by the G. W. Herrick Shoe Company at Lynn, for the work as there performed on turned shoes:

Buffing:	Per 12 Pairs
On attachment when shoes are naumkeaged afterward	\$0 12
Shanks on shoes for wood heel	06
Naumkeag cleaning, shanked out on buffing machine	06
Bleaching:	
Foreparts	025
Full bottoms	035
Hard finishing, one coat:	
Foreparts	07
Full bottoms	09

	Per 12 Pairs
Cutting shanks	\$0 025
Blacking shanks, including tops	045
Blacking bottoms including tops	045
Blacking or staining tops separately	02
Rolling and brushing:	
Shanks including straight breasts	095
Bottoms including straight breasts, one roll	095
Rolling tops separately	02
Waxing:	
Foreparts when not rolled	035
Full bottoms when not rolled	045
Bird's-eyeing, per 24 dots per dozen	02
Striping:	
Foreparts	045
Full bottoms	055

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HARNEY SHOE COMPANY — LYNN.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and vampers. (308)

The Board awards that \$1.94 per 36 pairs shall be paid by the Harney Shoe Company at Lynn for vamping pattern No. 52, June, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

B. A. CORBIN & SON COMPANY — MARLBOROUGH.

DECEMBER 23, 1924.

In the matter of the joint application for arbitration of a controversy between the B. A. Corbin & Son Company, shoe manufacturer of Marlborough, and cutters. (294)

The Board awards that the following prices shall be paid by the B. A. Corbin & Son Company at Marlborough, for the work as there performed:

Cutting by hand:

Patterns Nos. 12-F-1, 12-F-2, 16, 17, 18, 683; extra over price for machine cutting per 24 pairs:

Classes 1 and 2; 38½%.

Classes 3 and 4; 45%.

Classes 5 and 6; 50%.

Lots under 24 pairs; to be cut by the day.

Hour rate, broken time; \$0.75.

A. FREEDMAN & SONS, INC., —BROCKTON.

DECEMBER 31, 1924.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and cutters. (267)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

	Per 48 Hours
Whole-shoe cutting, by hand or machine	\$40 80
Sorting	40 80
Top cutting, by hand or machine	30 00
Cloth-lining cutting, by hand or machine	36 00
Apprentices on shoes:	
First six months	31 00
Second six months	35 00
Afterward	40 80
Apprentices on tops:	
First six months	25 00
Second six months	27 50
Afterward	30 00
Leather-lining cutting; by hand, block or machine	25 00

Crimping:	Per 48 Hours
Cloth and leather toe linings	\$16 32
Outsides:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	23 04
Throating	24 00
Marking linings:	
First three months	13 44
Second three months	15 84
Afterward	20 00
Cutting trimmings, by hand or machine:	
First three months	16 32
Second three months	18 24
Third three months	20 16
Afterward	24 00

CONRAD SHOE COMPANY — BROCKTON.

DECEMBER 31, 1924.

In the matter of the joint application for arbitration of a controversy between the Conrad Shoe Company of Brockton and solefasteners. (2)

The Board awards that the following prices shall be paid by the Conrad Shoe Company at Brockton, for the work as there performed:

Goodyear welting:	Per 24 Pairs
Regular work	\$0 54
Walpole welt; 1½ price.	
Roughrounding	26
Goodyear stitching	68

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

JANUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and solefasteners. (18, 21)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

Goodyear welting:	Per 24 Pairs
Regular work	\$0 54
Barbour storm welt; 1¼ price.	
Cord or reverse welt; 1½ price.	
Roughrounding	26
Goodyear stitching:	
Surface stitch	68
Fudge stitch	62
Trimming and stitching in one operation, double-decker shoes; 1½ price.	

OLD COLONY SHOE COMPANY — BROCKTON.

DECEMBER 31, 1924.

In the matter of the joint application for arbitration of a controversy between the Old Colony Shoe Company of Brockton and solefasteners. (16)

The Board awards that the following prices shall be paid by the Old Colony Shoe Company at Brockton, for the work as there performed:

Goodyear welting	Per 24 Pairs
Regular work	\$0 54
Roughrounding	26
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62

CHARLES A. EATON COMPANY — BROCKTON.

JANUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and solefasteners. (20)

Having considered said application and investigated the work in question, its character and the conditions under which it is performed (hearing thereon having been waived by mutual agreement), the Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton for work performed upon the so-called Little-process shoes:

	Per 24 Pairs	
	Grade A	Grade B
Goodyear welting	\$0 594	\$0 54
Roughrounding	288	252
Goodyear stitching:		
Surface stitch	756	648
Fudge stitch	648	576

STROUT, STRITTER & CO., INC. — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (19)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Pattern No. 16 x 11:	Per 36 Pairs
Barring braided straps, four bars	\$0 16
Cutting apart	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Condon Brothers Company, Churchill & Alden Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Philip Giard Shoe Company, Inc., Givren & Blunt Shoe Company, Howard & Foster Company, Preston B. Keith Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Schwarz, Ruggles, Inc., Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Whitman & Keith Company, shoe manufacturers of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 24 Pairs
Feeling for tacks	\$0 055
Stamping foreparts	045
Stamping shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375
	Per 48 Hours
Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Feeling for tacks	\$0 055
Stamping foreparts	045
Stamping shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375
	Per 48 Hours
Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68
Crowning	24 00

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Feeling for tacks	\$0 055
Stamping:	
Foreparts	045
Shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375
Men's shoes:	
Stamping:	
Odd shoes	065
Shanks on power machine, export shoes with red sole insert	06
Rubber soles, including holding stamp paper and changing price stamp	095
Embossing (Boston Machine Works power machine):	
Heel-pods, 48 to a case	0325
Top facings, one to a pair	0325
Brushing and rolling heels and edges, No. 3 grade	07
Brushing heels, rubber-soled shoes	06
	Per 48 Hours
Inspecting or crowning	\$25 00
Trucking:	
Factories Nos. 1 and 2	21 60
Factory No. 3, including operation of motor car	23 04

Women's shoes:

Per 24 Pairs

Putting in oxford linings	\$0 06
Putting linings in pumps, three-quarter and full-length	07
Brushing heels, rubber-soled shoes	06
Stamping:	
Odd shoes	065
Rubber soles, including holding stamp paper and changing price stamp	095
Crowning in dressing room; \$25 per 48 hours.	

Per 48 Hours

Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Per 24 Pairs

Feeling for tacks	\$0 055
Stamping:	
Foreparts	045
Shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
Marking cartons, by hand or machine	0375

Men's shoes:

Brushing Russia cordovan on power brush (Factory No. 1)	18
Putting in heel-pods:	
Long leather heel-pods in oxfords	06
Heel-pods in oxfords	06
Heel-pods in pumps (three-quarter sock lining)	07

Cartons:

Per 48 Hours

Looking after cartons; no change.	
Putting on labels and cover strips	\$19 68
Marking labels (stamping carton labels)	19 68
Shipping	24 19

Shipping, Factory No. 3; no change.

Inspecting or crowning	22 50
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Women's shoes:

Per 24 Pairs

Brushing Russia cordovan on power brush	\$0 18
Cutting covers:	
One-half covers lasted in heel	155
Whole covers lasted in heel	315
Covers lasted in shank only	08
Putting in heel-pods:	
In oxfords	06
Long leather heel-pods	06
Short leather heel-pods	05
In pumps (three-quarter sock lining)	07
No. 179 heel-pods, where grain is left on; extra	0065

Inspecting or crowning; \$22.50 per 48 hours.

Cutting out linings under cut-outs:

Group 1: Per 24 Pairs

Deauville oxford:	
60 to a pair	\$1 89
80 to a pair	2 52
Marcel three-strap, 36 to a pair	1 14
Marcel one-strap, 12 to a pair	38
Lotus sandal, 12 to a pair	38
Plymouth sandal, 12 to a pair	38
Moc sandal:	
6 to a pair	19
12 to a pair	38
Jolie, strap, 24 to a pair	75
Cherie pump, 32 to a pair	1 00
Vogue pump, 32 to a pair	1 00
Tog oxford, 32 to a pair	1 00
Butterfly gore pump, 8 to a pair	25
Roman gore pump, 8 to a pair	25

Group 2:

Georgette sandal, 30 to a pair	1 18
Petal, strap, 12 to a pair	47
Tokio two-strap, 12 to a pair	47
Cairo sandal, 14 to a pair	55
Coral, strap, 14 to a pair	55
Adrienne, strap, 8 to a pair	315
Adrienne with No. 9 front strap, 10 to a pair	39
No. 2 Raky oxford, 16 to a pair	63
Poppy, strap, 18 to a pair	71
Trilby sandal:	
26 to a pair	1 02
12 to a pair	47
Bogie oxford, 20 to a pair	785
Rosita sandal, 20 to a pair	785
Tigress gore pump, 12 to a pair	47
Cleo buckle sandal, on front strap, 10 to a pair	39
Charm pump, 14 to a pair	55

Group 3:

Metro sandal, 16 to a pair	84
Lucerne button, strap, 12 to a pair	63
Mavis, strap, 12 to a pair	63
Lucerne pump, 16 to a pair	84
Ivy, strap, 8 to a pair	40
Wink, strap, 4 to a pair	21
Lucille, strap, 4 to a pair	21
Twinkle, strap, 4 to a pair	21
Poppy, strap, 6 to a pair	315
Sketch sandal, 2 to a pair	105
Prim, strap with No. 6 front strap, 6 to a pair	315
Shu Toy sandal:	
4 to a pair	21
6 to a pair	315
Suzanne, strap, 4 to a pair	21

Per 48 Hours

Stamping	\$19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between

Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and employees in the dressing and packing department. (317)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed: Per 24 Pairs

Feeling for tacks	\$0 055
Stamping:	
Foreparts	045
Shanks	05
Putting in heel-pods	05
Putting in heel-pods more than 4½ inches long	06
Rolling and brushing:	
Heels and edges	085
Heels, edges, bottoms and top-pieces	0925
Brushing:	
Heels, edges and uppers	095
Heels and edges	075
Uppers	075
Marking cartons, by hand or machine	0375
Lacing (sizing out, cleaning linings, taking off strap papers, trimming ends with scissors, lacing one hole each side)	0825
	Per 48 Hours

Stamping	19 68
Putting in heel-pods	18 00
Lacing and cleaning linings	18 00
Dressing or doping	19 68
Embossing	19 68
Brushing heels and edges	19 68
Stenciling cartons	19 68
Creasing vamps	19 68
Labeling cartons	19 68
Brushing stitches	19 68

BORKUM & GLOTT SHOE COMPANY, SECURITY SHOE COMPANY AND STROUT, STRITTER & CO., INC. — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company, Security Shoe Company and Strout, Stritter & Co., Inc., of Lynn and solefasteners. (226)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of McKay Fair stitching submitted, as the work is there performed.

A. M. CREIGHTON — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (17)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.60 per 36 pairs shall be paid by A. M. Creighton at Lynn for stitching saddle on quarter of pattern No. 360, Norma (listed as side vamping), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

JANUARY 8, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and stitchers. (13)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines, relative to stitching around sides of perforation on quarter and vamp of pattern No. 3187, Madrid, in the factory of the MacLaughlin Shoe Company at Lynn, that the price shall be based on fancy stitching, plus points.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CONCILIATION AND ARBITRATION
SHOE MANUFACTURERS — LYNN.

JANUARY 9, 1925.

In the matter of the joint application for arbitration of a controversy between Anderson-Owens Shoe Company, Bartlett, Somers Company, Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Capital Shoe Company, Inc., Clayman Shoe Company, Cotter Shoe Company, A. M. Creighton, Davis Shoe Company, Equity Shoe Company, Fierman Shoe Company, J. J. Grover's Sons Company, Harney Shoe Company, Hennessey, Maxwell & Hennessey Shoe Company, W. F. Hooley Shoe Company, W. S. Jelly Shoe Company, V. K. & A. H. Jones & Thomas Company, T. J. Kiely & Co., A. E. Little Company, MacLaughlin Shoe Company, Fred J. Mathieu Shoe Company, Melanson Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., Swartz Shoe Company, Inc., T. J. Sullivan Shoe Company, Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., of Lynn, and employees in the solefastening department. (225)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn for the items of work submitted relative to rough-rounding women's shoes, as there performed.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company, Condon Brothers Company, Charles A. Eaton Company, Field & Flint Company, Philip Giard Shoe Company, Inc., Given & Blunt Shoe Company, Howard & Foster Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Stone, Tarlow Company, Inc., Schwarz, Ruggles, Inc., Whitman & Keith Company, of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fibre	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50

	Per 48 Hours
Building heels	\$22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing innersoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08

JANUARY 13, 1924.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00

		Per 48 Hours
Cutting counters:		
Fiber		\$22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outsoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Channeling innersoles		\$0 11
Cutting cloth		035
Forming cloth		035
Trimming cloth		075
Rolling lips		04

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Brockton Co-operative Boot and Shoe Company of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving innersoles	21 50
Shanking innersoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00

Apprentices:		Per 48 Hours
First two months		\$13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outersoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outersoles		16 50
Buffing outersoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Channel-turning		\$0 0725
Channeling innersoles		11

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

		Per 48 Hours
Cutting outersoles		\$35 50
Sorting outersoles		32 50
Cutting innersoles		33 00
Sorting innersoles		31 00
Casing outersoles		27 00
Apprentices:		
First three months		21 00
Second three months		22 50
Thereafter		27 00
Channeling innersoles		32 50
Cutting taps and top-pieces		27 00
Apprentices:		
First three months		24 50
Thereafter		27 00
Cutting counters:		
Fiber		22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outersoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00

Apprentices:		Per 48 Hours
First three months		\$17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Trimming Johnson innersoles		\$0 07
Channeling		11
Stitching Johnson innersoles		06
Cutting cloth		035
Lip-turning		0525
Lip-setting		0525
Channeling, women's		12
Heel-building:		Per 100 Pairs
Regular solid leather		\$0 45
Pieced heel		52
Military:		
To 10/8, inclusive		65
11/8 and over		78
Women's 11½/8 heel with three wedges		90

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00

		Per 48 Hours
Apprentices:		
First three months		\$21 00
Second three months		22 50
Thereafter		27 00
Channeling innersoles		32 50
Cutting taps and top-pieces		27 00
Apprentices:		
First three months		24 50
Thereafter		27 00
Cutting counters:		
Fiber		22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outersoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outersoles		21 50
Shanking outersoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outersoles		16 50
Grading outersoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outersoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outersoles		16 50

	Per 48 Hours
Buffing outsoles	\$16 50
Casing top-pieces	17 28
Lumping	22 08
	Per 24 Pairs
Rounding, women's and men's	\$0 06
Channeling:	
Men's	11
Women's	12
Gemming innersoles, men's	105
Lip-setting	07

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00

	Per 48 Hours
Trimming Johnson innersoles	\$21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outsoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08
Channeling innersoles:	
Men's, boys', youths' and little gents'	Per 24 Pairs \$0 11
Women's, misses' and children's	12
Forming-in, men's or women's	029
Turning channels	07
Stitching Johnson innersoles	05
Casing box toes	035
Casing box toes including toe pieces	05
Per 100 Pairs	
Pasting box toes	\$0 225
Pasting box toes, corded tip	45
Trimming innersoles, men's	30
Rounding innersoles, men's or women's	26
Cutting cloth, men's or women's	10
Stamping	08
Stapling innersoles at butt of channel	13
Trimming innersoles, women's	32

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00

		Per 48 Hours
Cutting counters:		
Fiber		\$22 00
Leather		27 00
Apprentices, first three months		20 00
Cutting box toes		23 50
Cutting lifting		24 50
Apprentices:		
First three months		22 00
Thereafter		24 50
Rounding innersoles and outsoles		25 00
Apprentices:		
First three months		22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Cutting and forming		\$0 07
Trimming		07
Stitching and closing channels		07

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed :

	Per 48 Hours
Cutting outsoles	\$35 00
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00

	Per 48 Hours
Skiving top-pieces	\$16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outsoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08
	Per 24 Pairs
Channeling innersoles, men's	\$0 11
Gemming Johnson innersoles	075
Cutting canvas (Economy innersoles)	035
Economy stitching	065
	Per 100 Pairs
Feathering edges (or reducing shanks and foreparts)	\$0 18
Scouring edge of box toes	185
Counting box toes; per 1,000 pairs, \$0.45.	
Pasting counters (or doubling)	17
Heel-building, women's:	
Regular heels:	
10 $\frac{1}{2}$ /8	90
11 $\frac{1}{2}$ /8	95
6 $\frac{1}{2}$ /8 top, no rand	58
7 $\frac{1}{2}$ /8 top, no rand	66
8 $\frac{1}{2}$ /8 top, no rand	75
9 $\frac{1}{2}$ /8 top, no rand	80
10 $\frac{1}{2}$ /8 top, no rand	87
Bases:	
4 $\frac{1}{2}$ /8 leatherboard	44
9 $\frac{1}{2}$ /8 regular	80
Mannish W heel:	
4 $\frac{1}{2}$ /8, Nos. 1 and 2 grades	44
5 $\frac{1}{2}$ /8	52
6 $\frac{1}{2}$ /8	60
7 $\frac{1}{2}$ /8	66
8 $\frac{1}{2}$ /8	75
9 $\frac{1}{2}$ /8	80
10 $\frac{1}{2}$ /8	87
5 $\frac{1}{2}$ /8 and 6 $\frac{1}{2}$ /8 regular heels, to be marked ST:	
4 $\frac{1}{2}$ /8, Nos. 2 and 4	44
ST 3 $\frac{1}{2}$ /8, Nos. 2 and 4	37
5 $\frac{1}{2}$ /8, No. 4	52
ST 2 $\frac{1}{2}$ /8, No. 1 grade	37
6 $\frac{1}{2}$ /8, No. 4	60
Louis heel bases:	
1/8 wedge	67
3/8 or 4/8 wedge	74
Leather Louis bases with leatherboard	56
A tops:	
5 $\frac{1}{2}$ /8, No. 3 grade	52
6 $\frac{1}{2}$ /8	60
7 $\frac{1}{2}$ /8	67
8 $\frac{1}{2}$ /8	74
9 $\frac{1}{2}$ /8	82
10 $\frac{1}{2}$ /8	90
11 $\frac{1}{2}$ /8	98
6/8 flat tops, 6/8 X flat-top heel	80
B heels:	
8 $\frac{1}{2}$ /8, Nos. 1 and 3 grades	74
9 $\frac{1}{2}$ /8, Nos. 1 and 3 grades	82
10 $\frac{1}{2}$ /8, Nos. 1 and 3 grades	90
11 $\frac{1}{2}$ /8, Nos. 1 and 3 grades	98

K heels:	Per 100 Pairs
2½/8	\$0 37
3½/8	37
4½/8	44
5½/8	52
7/8	60
8½/8	74
9½/8	82
10½/8	90
11½/8	98
Heels made with light, split-leather base lift; extra	075
Heel-building, men's:	
High-ball heels, 10/8; 7½/8 with rand, 6/8 without rand:	
No. 1	60
No. 2	67
No. 3	74
No. 4	67
New York heels, 12/8; 9½/8 with rand, 8/8 without rand:	
No. 1	67
No. 2	74
No. 3	82
No. 4	74
N heels, 10/8; 7½/8 with rand, 6/8 without rand:	
No. 1	60
No. 2	67
No. 3	52
No. 4	67
N heels, 8/8; 5½/8 with rand, 4/8 without rand:	
No. 4	52
N heels, 9/8; 6½/8 with rand, 5/8 without rand:	
No. 1	52
Nos. 2 and 4	60
Regular heels:	
6/8; 3½/8 with rand, 2/8 without rand:	
Nos. 1 and 2	37
No. 4	44
7/8; 4½/8 with rand, 3/8 without rand:	
No. 1	37
Nos. 2 and 4	44
7½/8 and 8/8; 5/8 (Restoe) and 5½/8 with rand, 3½/8 and 4/8 without rand:	
No. 1	44
No. 2	52
No. 3	52
No. 4	52
5½/8, no rand, No. 5	44
9/8; 6½/8 with rand, 5/8 without rand:	
No. 1	52
No. 2	60
No. 3	67
No. 4	60
Spring-heels; 5½/8:	
3/8, no rand	37
2½/8 high	37
3½/8 and 4½/8 high	44
Strand heels:	
9/8; 6½/8 with rand, 5/8 without rand:	
No. 1	52
No. 2	60
No. 3	67
No. 4	60
6½/8, no rand, No. 5	52
M heels:	
14/8 and 13/8; 12/8 and 11/8 with rand, 10½/8 and 9½/8 without rand:	
No. 1	1 20
No. 3	1 12

	Per 100 Pairs
11/8, Nos. 2 and 4	\$1 12
12/8, Nos. 2 and 4	1 20
T heels, 10/8; 7½/8, no rand	67
P heels, 11/8; 8½/8 with rand, 7/8 without rand:	
No. 1	60
Nos. 2 and 4	67
Gouged heels:	
3½/8, men's and women's	44
2½/8 for rubber sole	37

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company, at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving innersoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00

	Per 48 Hours
Pricking heels	\$23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outersoles	16 50
Grading outersoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outersoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outersoles	16 50
Buffing outersoles	16 50
Casing top-pieces	17 28
Lumping	22 08
Heel-building:	
5/8 and 6/8	Per 100 Pairs \$0 45
7/8 and 8/8	60
9/8 and 10/8	72
11/8 and 12/8	85
13/8 and 14/8	98
15/8 and 16/8	1 12
Cementing outersoles; \$0.03 per 24 pairs.	

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outersoles	\$35 00
Sorting outersoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outersoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outersoles	25 00

		Per 48 Hours
Apprentices:		
First three months		\$22 50
Thereafter		25 00
Skiving counters		27 00
Moulding counters		25 00
Sorting top-pieces		23 50
Compressing top-pieces		23 50
Sorting taps		23 50
Compressing heels		23 50
Building heels		22 08
Tacking rands		22 08
Casing taps		21 60
Casing innersoles		22 00
Apprentices:		
First three months		17 00
Second three months		19 00
Third three months		21 00
Thereafter		22 00
Sorting counters after moulding		16 80
Sorting box toes		21 50
Fitting stock		22 00
Skiving outsoles		21 50
Shanking outsoles		21 50
Turning up channels		19 00
Stitching gem innersoles		21 00
Trimming Johnson innersoles		21 00
Pricking heels		23 50
Putting on cloth		16 50
Cutting cloth		16 50
End-clipping counters		20 16
Sorting heels		18 00
Stamping innersoles		16 50
Stamping outsoles		16 50
Grading outsoles (Lacine machine)		18 00
Apprentices:		
First two months		13 92
Second two months		15 84
Thereafter		18 00
Skiving top-pieces		16 50
Casing counters		16 50
Pasting counters		16 50
Casing box toes		16 50
Pasting box toes		16 50
Tying up innersoles		17 28
Tying up outsoles		17 28
Casing heels		17 28
Scouring box toes		16 50
Skiving box toes		16 50
Cementing outsoles		16 50
Buffing outsoles		16 50
Casing top-pieces		17 28
Lumping		22 08
		Per 24 Pairs
Trimming gem and Johnson innersoles		\$0 07
Channeling innersoles:		
Men's		11
Women's		12

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00

	Per 48 Hours
Sorting innersoles	\$31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28

	Per 48 Hours
Scouting box toes	\$16 50
Skiving box toes	16 50
Cementing outersoles	16 50
Buffing outersoles	16 50
Casing top-pieces	17 28
Lumping	22 08
	Per 24 Pairs
Channeling innersoles	\$0 11
Rounding innersoles	08
Stamping innersoles	04
Lip-turning	055
Fitting soles, reducing shanks and re-casing outersoles	11
Heel-building :	Per 100 Pairs
3/8	\$0 45
4/8 and 5/8	53
6/8 and 7/8	60
8/8	66

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

	Per 48 Hours
Cutting outersoles	\$35 50
Sorting outersoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outersoles	27 00
Apprentices :	
First three months	21 00
Second three months	22 50
Thereafter	27 00
Channeling innersoles	32 50
Cutting taps and top-pieces	27 00
Apprentices :	
First three months	24 50
Thereafter	27 00
Cutting counters :	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices :	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outersoles	25 00
Apprentices :	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices :	
First three months	17 00
Second three months	19 00
Third three months	21 00

	Per 48 Hours
Thereafter	\$22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outsoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08
	Per 100 Pairs
Tacking rands	\$0 15
Heel-building:	
Military, leatherboard or leather	78
Full Cuban, leatherboard or leather	65
One-half Cuban leatherboard, old Chief leatherboard or new Chief leatherboard	60
Old Chief leather, new Chief leather or one-half Cuban leather	52
Swell leatherboard, Swell leather, regular leatherboard, regular leather, $5\frac{1}{8}$ leatherboard or leather, $4\frac{1}{8}$ leatherboard or leather	45
Leatherboard, $9/8$ and $10/8$, Vassar	72
Leatherboard, $14/8$ and over	1 12
Leatherboard, $11/8$	78
Leatherboard, $12/8$	78
Mannish	45

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and employees in the sole-leather department. (300)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed: Per 48 Hours

Cutting outsoles	\$35 50
Sorting outsoles	32 50
Cutting innersoles	33 00
Sorting innersoles	31 00
Casing outsoles	27 00
Apprentices:	
First three months	21 00
Second three months	22 50
Thereafter	27 00

	Per 48 Hours
Channeling innersoles	\$32 50
Cutting taps and top-pieces	27 00
Apprentices:	
First three months	24 50
Thereafter	27 00
Cutting counters:	
Fiber	22 00
Leather	27 00
Apprentices, first three months	20 00
Cutting box toes	23 50
Cutting lifting	24 50
Apprentices:	
First three months	22 00
Thereafter	24 50
Rounding innersoles and outsoles	25 00
Apprentices:	
First three months	22 50
Thereafter	25 00
Skiving counters	27 00
Moulding counters	25 00
Sorting top-pieces	23 50
Compressing top-pieces	23 50
Sorting taps	23 50
Compressing heels	23 50
Building heels	22 08
Tacking rands	22 08
Casing taps	21 60
Casing innersoles	22 00
Apprentices:	
First three months	17 00
Second three months	19 00
Third three months	21 00
Thereafter	22 00
Sorting counters after moulding	16 80
Sorting box toes	21 50
Fitting stock	22 00
Skiving outsoles	21 50
Shanking outsoles	21 50
Turning up channels	19 00
Stitching gem innersoles	21 00
Trimming Johnson innersoles	21 00
Pricking heels	23 50
Putting on cloth	16 50
Cutting cloth	16 50
End-clipping counters	20 16
Sorting heels	18 00
Stamping innersoles	16 50
Stamping outsoles	16 50
Grading outsoles (Lacine machine)	18 00
Apprentices:	
First two months	13 92
Second two months	15 84
Thereafter	18 00
Skiving top-pieces	16 50
Casing counters	16 50
Pasting counters	16 50
Casing box toes	16 50
Pasting box toes	16 50
Tying up innersoles	17 28
Tying up outsoles	17 28
Casing heels	17 28
Scouring box toes	16 50
Skiving box toes	16 50
Cementing outsoles	16 50
Buffing outsoles	16 50
Casing top-pieces	17 28
Lumping	22 08

	Per 24 Pairs
Trimming innersoles	\$0 07
Cutting cloth	035
Forming innersoles	035

SWARTZ SHOE COMPANY, INC. — LYNN.

JANUARY 13, 1925.

In the matter of the joint applications for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and employees in the stitching department. (32, 33)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character and the condition under which it is performed, the Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Pattern No. 54 X:

Perforating:	Per 36 Pairs
Theo tie	\$0 36
Vamp line on Theo tie	15
Vamp collar like brogue vamp	21
One-strap quarter, straight foxing	18
Waves; extra	06
Fancy stitching:	
Theo tie to vamp line	39
Second needle	06
Vamp line on Theo tie	21
Stitched-in tongue	42
Stitching around perforation	40
Second needle	06
Waves; extra	06
One-strap, circular foxing	36
Second needle	06
Waves; extra	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JANUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and employees in the stitching department. (29-31)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Pressing quarter	Per 36 Pairs
	\$0 83
Pattern No. 54 X:	
Skiving quarter	245
Skiving bottom of tongue	06
Top stitching:	
Tongue	45
Quarter	54
Raising knife	06
Trimming (if done)	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Buckley Shoe Company, Condon Brothers Company, Churchill & Aden Company, W. L. Douglas Shoe Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Philip Giard Shoe Company, Inc., Givren, Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, A. E.

Little Company, Charles E. Lynch Shoe Manufacturing Company, C. S. Marshall Company, M. A. Packard Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Luke W. Reynolds Company, Stacy-Adams Company, Stone, Tarlow Company, Inc., Schwarz, Ruggles, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Wall, Doyle & Daly, Inc., Whitman & Keith Company, of Brockton, and skivers. (266)

The Board awards that the following prices shall be paid by the above-named employers at Brockton, for the work as there performed:

	Per Week of 48 Hours
Skiving:	
Vamps, tops or tips	\$30 50
Outside backstays, outside trimmings or foxings	26 00
Inside trimmings, leather linings or tongues	22 00
Single pairs, samples and special skiving	30 50
Apprentices:	
First four months	18 30
Second eight months	20 16
Thereafter	22 00
The wages of any operative in this department in excess of \$31.20 shall be subject to the same proportionate reduction as the wages of the operative now receiving \$31.20.	

A. M. CREIGHTON — LYNN.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (14)

The Board determines that the price for pump-stitching pattern No. 356, Daisy, in the factory of A. M. Creighton, at Lynn, shall be based upon the Theo tie (base price).

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — BROCKTON.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of filler:	
Grade No. 1	\$0 47
Grade No. 2	45
Palm finish, box calf, etc.	69
Russia calf; cleaned, washed, one coat of polish, ragged:	
Grade No. 1	90
Grade No. 2	88
Black and tan vici; cleaned, ironed, one coat of dressing:	
Grade No. 1	86
Grade No. 2	84
Patent leather; cleaned and washed:	
Grade No. 1	88
Grade No. 2	86
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

Wax calf or French calf:	Per 24 Pairs
With top of different material	\$0 95
With top of same material	1 26
Cordovan	95
Patent colt or mahogany patent colt, with top of different material	95
Patent colt, with mat-calf top, top ironed	1 10
Patent kid:	
Vamp ironed, top not ironed	1 26
Vamp and top ironed	1 40
Vici and kangaroo	86
Vici and kangaroo with patent tips	1 00
Russia calf, tan and brown kid, tan Scotch grain, pig skin or brown elk	90
Velours calf, gun metal or black willow	66
Gun metal, top to be made dull	80
Velours calf, Brilliant calf, with mat-calf top, top ironed; gun metal, black Olympic and Brabant calf	63
Velours calf, gun metal or gun-metal oxford, with mat-calf top, top not ironed	48
Box calf or grain, black Scotch grain	47
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Box calf:	Per 24 Pairs
Cleaned, one coat of filler	\$0 47
Vamps ironed	20
Tops ironed	14
Gun metal and velours; cleaned, ironed, one coat of filler	75
Vici; cleaned, ironed, one coat of dressing	86
Cadet kid; cleaned, washed, ragged, top ironed and top filled	75
Russet; cleaned, washed and ragged	81
Patent leather; cleaned and ragged	88
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Gun metal, box calf and velours; cleaned, one coat of filler	\$0 47
Tans, other than kid; cleaned, washed, one coat of polish and ragged	90
Kid, black or colored; cleaned, ironed and ragged	86
Black kangaroo; cleaned, ironed, one coat of dressing	86
Patent leather; cleaned, washed and ragged	88
Extras:	
Ironing:	
Russia tops	16
Tops of other leathers	14
Vamps	20
Second and all succeeding coats of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned and one coat of filler	\$0 45
Tan leather except kid; cleaned, washed, one coat of polish and ragged	88
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	84
Patent leather; cleaned, washed and polished	86
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed on men's and women's shoes:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of filler:	
Regular work	\$0 47
C grade	45
Tan leather except kid; cleaned, washed, one coat of polish and ragged:	
Regular work	90
C grade	88
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing:	
Regular work	86

	Per 24 Pairs
C grade	\$0 84
Patent leather; cleaned, washed and polished, including ironing vamps or oxfords:	
Regular work	1 08
C grade	1 04
Black elk; cleaned, one coat of filler:	
Regular work	47
C grade	45
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and treers. (388)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	Extra and	No. 1 Grades	No. 2 Grade
Men's shoes:				
Box calf, gun metal and velours; cleaned, one coat of filler, not ironed	\$0 47			\$0 45
Black vici; one coat of filler and ironed	86			84
Tan vici; cleaned, ironed and ragged (as black vici)	86			84
Gun metal and velours; cleaned, marks taken out, composition applied, palmed with chalk, tops ironed when necessary	90			88
Patent leather; cleaned and ragged, not ironed	88			86
Kangaroo and glazed kid; cleaned, ironed, one coat of filler	86			84
Tan leathers except kid and velours:				
Cleaned, one coat of polish and ragged	90			88
Cleaned, two coats of polish and ragged	1 04			1 02
Cleaned, two coats of polish and ragged twice	1 18			1 16
Extras:				
Ironing:				
Black tops	\$0 14			
Vamps	20			
Second coat of polish	14			
Second ragging	14			
Dulling or brightening tops where a separate dressing is used (special operation)	14			
Dressing tops	14			
Patent-leather tips	14			
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09			
Samples and single pairs (not including sample cases); 1½ price.				
Per week of 48 hours; \$30.50.				

	Per 24 Pairs	Extra and	No. 1 Grade	No. 2 Grade	No. 3 Grade
Women's shoes:					
Box calf, gun metal and velours; cleaned, one coat of filler	\$0 47			\$0 45	\$0 43
Scotch grain, gun metal and velours; cleaned, washed, marks taken out, one coat of filler, chalked and palmed off	90			88	88

Per 24 Pairs

Extra and
No. 1. Grade No. 2 Grade No. 3 Grade

Tan leathers except kid:

Cleaned, washed, one coat of polish, ragged once	\$0 90	\$0 88	\$0 81
Cleaned, washed, two coats of polish, ragged once	1 04	1 02	95
Cleaned, washed, two coats of polish, ragged twice	1 18	1 16	1 09
Patent leather; cleaned, washed and ragged	88	86	86
Black or tan vici and kangaroo:			
Cleaned, washed, ironed, one coat of dressing	86	84	76
Black oil grain, black Norwegian; cleaned, washed, ironed, one coat of Leather-life	86	84	78
Gray side leather; cleaned, washed, one coat of polish	90	88	86
White, blue, champagne or similar color, kid; ironed, washed and ragged . . .	80	80	80

Extras:

Ironing:

Black tops	\$0 14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dress- ing is used (special oper- ation)	14
Dressing tops	14
Filling patent-leather tops	14
Patent-leather tips	14
Fancy facings on patent- leather shoes or fancy foxings and facings com- bined	09

Samples and single pairs
(not including sample
cases; 1½ price.

Per week of 48 hours; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

	Per 24 Pairs
Kangaroo, vici and kid; cleaned, ironed, dressed one coat	\$0 86
Glaz horsehide, gun metal, Black Nov. kid, V. black, Kaffor kid; washed, dressed or filled one coat, tops ironed	62
Box calf; cleaned, dressed one coat, tops ironed	62
Tan calf, washed, cleaned, one coat of polish, ragged once	90
Cordovan; cleaned, one coat of stain, one coat of filler ironed in, one coat of polish, and ragged	3 20
Patent leather; washed, cleaned, polished	88
Tan calf, brown Nov. kid, brown Kaffor kid; washed, cleaned, two coats of polish, ragged once	1 04
Tan calf; washed, cleaned, two coats of polish, ragged twice	1 18
Extras:	
Ironing:	
Black tops	14
Russet tops	16
Vamps	20

	Per 24 Pairs
Second coat of polish	\$0 14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Cleaning fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Cleaning patent-leather tips on shoes other than patent leather	14
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours ; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton,, and treers. (338)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed :

	Per 24 Pairs
Tan leathers except kid ; cleaned, washed, one coat of polish and ragged	\$0 90
Black or tan kid and kangaroo ; cleaned, ironed, one coat of dressing	86
Patent leather ; cleaned, washed and ragged	88
Box calf, gun metal and velours ; cleaned, one coat of filler	47
Extras :	
Ironing :	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours ; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed :

	Per 24 Pairs
Box calf, gun metal and velours ; cleaned, one coat of filler	\$0 47
Russets ; cleaned, washed, one coat of polish and ragged	90
Patent leather ; cleaned and ragged	88
Black or tan vici ; cleaned, ironed, one coat of dressing	86
Extras :	
Ironing :	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours ; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed :

Russets:	Per 24 Pairs
Cleaned, washed, one coat of polish and ragged	\$0 90
Each coat of dope	28
Tops ironed	14
Patent leather; cleaned and ragged	88
Tan or black vici; cleaned, ironed, two coats of dressing	1 00
Gun metal; cleaned, ironed, two coats of dressing	89
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Given & Blunt Shoe Company and A. E. Little Company, of Brockton, and treers. (338)

The Board awards that \$30.50 per week of 48 hours shall be paid by the Given & Blunt Shoe Company and A. E. Little Company at Brockton for treeing.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, ironed, two coats of dressing	\$0 89
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	86
Patent leather; cleaned, washed, and ragged	88
Wax calf; cleaned, one coat of filler, chalk applied, treed with stick, gummed and palmed off	98
Extras:	
Ironing:	
Black tops	14
Vamps, except Russia calf	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs	
	Factory No. 1	Factories No. 1, 3
	Pink-tag Grade Blue-tag Grade	White-tag Grade
Men's shoes:		
Wax calf:		
Chrome wax calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed .	\$1 10	\$0 94
Wax calf with tops of same and Creoles; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed (No. 1) . . .	1 27	1 23
Blucher oxford, calf, palm finish; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed (No. 1)	1 10	94
French calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed (No. 1) .	1 10	94
Foreign calf, with tops of same; cleaned, black oil and black chalk applied, rubbed with stick and strap, treeing composition applied, leg swung; mate done; first shoe swung back, palmed with composition and black chalk (No. 1)	1 27	1 23
Box calf; cleaned, dressed or ragged:		
No. 1	47	47
No. 3		47
Black chrome with tops of same; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed .	1 27	1 23
Black cordovan; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 10	94
Black cordovan with tops of same; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 27	1 23
Russet cordovan; washed, sent to girl to put on dye, returned to treer, stain put on, ironed all over; two coats of dressing, one coat of polish and ragged, one coat of polish and ragged (includes special operation) (No. 1)	3 25	3 20
Dyeing one coat (No. 1), Russia cordovan . . .	54	54
Heavy black leather:		
All hunting boots.		
Black oil stock; cleaned and dressed (No. 3) .		47
Black Alaska:		
Cleaned and dressed (No. 1)	47	47
Cleaned, composition applied and ragged (No. 3)		66
Coltskins; cleaned and dressed	47	47
Black Atlas; cleaned and dressed:		
No. 1	47	47
No. 3		47
Black Cresco; cleaned only:		
No. 1	47	47
No. 3		47
Black Norwegian grain:		
Cleaned, dressed or ragged (No. 1)	47	47
High-cuts (No. 1)	80	
High boots; cleaned only (No. 1)	80	
Cleaned, dressed or ragged (No. 3)		47
When light fitted; cleaned and ragged (No. 3)		47
Black Viking:		
Cleaned, composition applied and ragged, (No. 1)	68	66
Regular fitting; cleaned, washed, coat of No. 112 applied and ragged (No. 3)		66
When light fitted; cleaned and ragged (No. 3)		47
Black Scotch grain; cleaned, dressed or ragged:		
No. 1	47	47
No. 3		47
Bd. S. black; tops not ironed (No. 3); same price as box calf.		

	Per 24 Pairs	
	Factory No. 1	Factories No. 1, 3
	Pink-tag Grade Blue-tag Grade	White-tag Grade
Kangaroo:		
Cleaned, ragged, ironed (No. 3)		\$0 86
Black kangaroo; ironed, washed, leg swung; mate done, swung back; first shoe dressed, put back on rack; operation repeated on each shoe of case (No. 1)	\$0 86	86
Glazed kangaroo, black or tan:		
Cleaned, ironed, one coat of dressing	86	86
Cleaned, ironed, ragged	86	86
Colored kangaroo; cleaned, ironed, washed, leg swung to let dry or put on rack to dry; swung back, one coat of polish applied, put on rack; put back on tree, ragged to a gloss, second coat of polish applied, leg swung; mate done; swung back and ragged to a gloss (No. 1)	1 38	1 38
Kid:		
Kid with kangaroo top; ironed, cleaned and ragged	86	86
Kid, russet or black, cloth top; ironed, vamps ironed, cleaned, ragged	86	86
Kid, black or tan:		
Cleaned, ironed, one coat of dressing (No. 1)	86	86
Cleaned, ironed, ragged (No. 1)	86	86
Black kid; cleaned, ironed, washed, ragged	86	86
Tan kid:		
Regular finish; cleaned, ironed, washed, coat of dressing applied, second coat of dress- ing applied (No. 3)		1 00
When light finish, one coat of dressing applied (No. 3)		86
Kid colt, black; cleaned, ironed, dressed (No. 3)		86
Miscellaneous treeing:		
Dulling or brightening tops where a separate dressing is used (special operation)	14	14
Dressing tops	14	14
Cleaning patent-leather tips	14	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09	09
Using wire top-holding attachment on bluchers, kid and kangaroo only; extra	105	105
Patent leather and enamel; not ironed, cleaned, wiped with naphtha, ragged:		
No. 1	88	86
No. 3		86
Russia:		
Russia calf; cleaned, washed, polished, ragged (base)	90	90
Chrome Russia; not ironed, cleaned, washed, polished, ragged		90
High boots (No. 3)		95
Colored deerskin:		
Cleaned, washed, polished, ragged (one-coat method)	90	90
High boots (No. 3)		90
Storm Russia (bark-tanned):		
Cleaned, washed, polished, ragged	90	90
High boots (No. 3)		90
High boots, smooth Russia (No. 3)		95
High boots, rough Russia	90	90
Extras:		
Second coat of polish	14	14
Second ragging	14	14
Each coat of polish (No. 3 only)		14

	Per 24 Pairs	Factory No. 1	Factories No. 1, 3
		Pink-tag Grade	White-tag Grade
		Blue-tag Grade	Grade

Tops ironed (No. 3)			\$0 14
Tops ironed; patent leather, enamel and Russia	\$0 21		21
Vamps ironed, except Russia	20		20
Vici calf and Cadet kid with tops of same; washed, composition applied and ragged:			
No. 1	68		66
No. 3			65
Boarded Cadet kid; washed, composition applied and ragged:			
No. 1	68		66
No. 3			65
Vici calf and Cadet kid, low shoes or box-kid top; tops not ironed, washed, composition applied and ragged:			
No. 1	68		66
No. 3			65
Vici calf and Cadet kid, dull finish; tops not ironed, cleaned with cement ball, shanks brushed out, washed, filler applied, leg swung; mate done; ragged (No. 1)	68		66
Cleaned, washed, wet kid wash applied, leg swung; operation repeated; ragged (No. 3)			65
Glove calf; cleaned, washed, platinum filler No. 112 applied, ragged, leg swung; mate done; swung back and ragged to a gloss:			
No. 1	68		66
Regular fitting; cleaned, washed, coat of No. 112 filler applied, ragged (No. 3)			65
When light fitted; cleaned, ragged (No. 3)			47
Gun-metal calf; tops not ironed, cleaned, composition applied and ragged:			
No. 1	68		66
No. 3			65
Platinum calf; tops not ironed, cleaned, washed, coat of No. 112 filler applied, ragged, regular fitting (No. 3)			65
When light fitted; cleaned and ragged (No. 3)			47
Tops not ironed, cleaned, composition applied and ragged (No. 1)	68		66
Platinum-calf vamps with Russia tops; cleaned, composition applied, ragged, tops dressed	88		88
Radium calf; tops not ironed, cleaned, composition applied and ragged:			
No. 1	68		66
No. 3			65
Royal calf, regular fitting (No. 1)	68		66
Vanadium, black:			
Tops not ironed, cleaned, composition applied, ragged (No. 1)	68		66
Regular fitting; cleaned, washed, coat of No. 112 filler applied, ragged (No. 3)			65
When light fitted; cleaned, ragged (No. 3)			47
Hunter calf:			
Cleaned and dressed (No. 1)	47		45
Regular fitting; cleaned, coat of filler applied (No. 3)			47
When light fitted; cleaned, ragged (No. 3)			47
Kid, vici calf, glazed kangaroo, patent leather and box-calf shoes with K mat-calf tops; extra			14
Women's shoes:			
Wax calf:		Per 24 Pairs	
Chrome wax calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed			\$0 95
Waxed calf with tops of same and Creoles; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed			1 27

Per 24 Pairs

Blucher oxford, calf, palm finish; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	\$0 95
French calf; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	95
Box calf; cleaned and dressed	47
Black chrome with tops of same; cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 27
Cordovan:	
Black cordovan; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	95
Black cordovan with tops of same; not ironed, cleaned, oiled, chalked, rubbed, strapped, gummed, palmed	1 27
Russet cordovan; washed, sent to girl to put on dye, returned to treer, stain put on, ironed all over, two coats of dressing, one coat of polish and ragged, one coat of polish and ragged (includes special operation)	3 25
Dyeing, one coat	54
White shoes (to come covered); put on tree feet, cleaned with art gum, wiped off with cheesecloth, small spots touched up, heelseats brushed and edges ragged	75
Black Alaska; cleaned and dressed	47
Coltskins; cleaned and dressed	47
Black Atlas; cleaned and dressed	47
Black Cresco; cleaned only	47
Black Norwegian grain; cleaned and dressed	47
Black Viking; cleaned, composition applied, ragged	68
Black Scotch grain; cleaned and dressed	47
Bd. S., black; cleaned, and dressed	47
Black Ski calf; cleaned and dressed	47
Black Dundee calf; cleaned and dressed	47
Black Glass calf; cleaned and dressed	47
Kangaroo; cleaned and ragged	47
Glazed kangaroo, black or tan:	
Cleaned, ironed, one coat of dressing	86
Cleaned, ironed, ragged	86
Cleaned, ironed, one coat of polish, ragged	1 00
Kid:	
Kid with kangaroo tops; ironed, cleaned, ragged	86
Kid with russet or black cloth top; ironed, vamps ironed, cleaned, and ragged	86
Black or tan kid:	
Cleaned, ironed, washed, one coat of dressing	86
Cleaned, ironed, washed and ragged	86
Cleaned, ironed, washed, one coat of polish, ragged	1 00
Miscellaneous treeing:	
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips; cleaned	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Patent leather and enamel; cleaned, not ironed, wiped with naphtha, ragged	88
Russia:	
Russia calf, including copper tan calf, plum calf, S. Jersey, S. Catawba; cleaned, washed, polished, ragged	90
Cleaning Russia shoes with cherry stain; extra	07
Red calf, green calf, blue calf; cleaned, washed, polished, ragged	90
Chrome Russia, not ironed	90
Hickory Russia; cleaned, washed, polished, ragged	90
Smooth Hickory Russia	90
Willow, Willow calf; cleaned, washed, polished, ragged	90
Russia deerskin, mode (one coat method)	90
White or fawn deerskin (as Russia deerskin)	90
Tan box, No. 102; cleaned, washed, polished, ragged	90
Cherry tan; cleaned, washed, polished, ragged	90

	Per 24 Pairs
Colored Vanadium (unless otherwise listed); cleaned, washed, polished, ragged	\$0 90
Cresco, Russia viscol Cresco; cleaned, washed, polished, ragged	90
Russia Atlas; cleaned, washed, polished, ragged	90
Tan Trout Brook; cleaned, washed, polished, ragged (treated like Russia Atlas)	90
Polar Tar tan; cleaned washed, polished, ragged	90
Wear-Like-Iron; cleaned, washed, polished, ragged (treated like Polar Tar tan)	90
Russia Scotch grain, C. & C. brown Scotch grain; cleaned, one coat of dressing (at No. 11 only)	68
Russia Norwegian grain; cleaned, washed, polished, ragged	90
Storm Russia; cleaned, washed, polished, ragged	90
Russia, Shrews. grain; cleaned, washed, polished, ragged	90
Russia Alaska (treated like Russia Norwegian); cleaned, washed, polished, ragged	90
Viking calf; cleaned, washed, polished, ragged	90
Russia high boots, rough Russia	90
Boarded Spartan:	
Cleaned, washed, polished, ragged	90
Russia Balkan calf; cleaned, washed, polished, ragged	90
No. 2 tan grain and Service tan; cleaned, washed, polished, ragged	90
Tony Red; cleaned, washed, polished, ragged	90
Vici calf:	
Vici calf and Cadet kid with tops of same; washed, composition applied, ragged	68
Cleaned and dressed	47
Boarded Cadet kid; washed, composition applied, ragged	68
Vici calf and Cadet kid, low shoes or box-kid tops; tops not ironed, washed, composition applied, ragged	68
Vici calf and Cadet kid, dull finish; tops not ironed, cleaned, ragged (dull finish by dresser)	68
Gun-metal calf; tops not ironed, cleaned, composition applied, ragged	68
Platinum calf; tops ironed:	
Cleaned, composition applied, ragged	68
Cleaned and dressed	47
Platinum calf vamps with Russia tops; cleaned, composition applied, ragged, tops dressed	88
Radium calf, tops not ironed:	
Cleaned, composition applied, ragged	68
Cleaned and dressed	47
Royal calf; cleaned and dressed	47
Glove calf; cleaned and dressed	47
Kaffor kid; cleaned and dressed	47
Vanadium; tops not ironed, cleaned, composition applied, ragged	68
Boarded Vealox; cleaned and dressed	47
Black Vinette; cleaned and dressed	47
Hunter calf; cleaned and dressed	47
Black Naco calf; cleaned and dressed	47
Ironing tops, patent leather, enamel and Russia; extra	21
Extras, men's or women's shoes (so far as applicable):	
Ironing:	
Black tops	14
Vamps, except Russia calf	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	

Per week of 48 hours; \$30.50,

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of filler	\$0 47
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	86
Patent leather; cleaned and washed	88
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs
Black and Havana brown	\$0 86
Tan; washed, one coat of polish, second coat of polish and ragged	1 04
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

	Per 24 Pairs
Dull calf, gun metal, velours, black Cresco, black Norwegian and black Edinmoor; cleaned, one coat of filler	\$0 47
Russia, Glass calf, colored Norwegian and colored Scotch grain; cleaned, washed, one coat of polish and ragged	1 04
Patent leather; cleaned, washed and ragged	88
Brown and tan Cresco; cleaned, washed, one coat of polish and ragged	90
Black and colored vici, kangaroo and oil-finished vici; cleaned, ironed, one coat of dressing	86

Extras:

Per 24 Pairs

Ironing:

Black tops	\$0 14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	

Per week of 48 hours ; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Per 24 Pairs

Black cordovan and wax calf; cleaned chalk rubbed in with stick, one coat of gum, ragged and palm-finished with chalk	\$0 95
Box calf, gun metal and velours; cleaned, one coat of filler	47
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing .	86
Patent leather; washed and polished	88

Extras:

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy facings com- bined	09

Samples and single pairs (not including sample cases) ; 1½ price.

Per week of 48 hours ; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Russet; washed, three coats of polish and ragged	\$1 18
Gun metal; cleaned, two coats of dressing	61
Vici; cleaned, ironed, two coats of dressing	1 00
Cordovan; stained, ironed, one coat of filler, three coats of polish and ragged	3 00
Patent leather; washed and ragged	88

Extras:

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09

Samples and single pairs (not including sample cases) ; 1½ price.

Per week of 48 hours ; \$30.50.

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

Per 24 Pairs

Patent leather	\$1 00
Tan, brown or black kid and black or tan kangaroo	95
Russia calf	90
Box calf, gun-metal calf or velours calf	48
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton for the work as there performed:

Per 24 Pairs

Box calf, gun metal velours; cleaned, one coat of filler	\$0 45
Russets; washed, one coat of polish, ragged once	88
Tops ironed	16
Black or tan vici; cleaned, ironed, one coat of dressing	84
Patent leather; cleaned and ragged	86
Extras:	

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Box calf, gun metal and velours; cleaned, one coat of filler	\$0 45
Tan leathers except kid; cleaned, washed, one coat of polish	88
Patent leather; cleaned and ragged	86
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	84
Extras:	

Ironing:

Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases) ; 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and treers.
(338)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Black or tan kid and kangaroo:	
Cleaned, washed, vamps and tops ironed, one coat of dressing	\$0 92
Cleaned, washed, vamps and tops ironed, two coats of dressing	1 08
Box calf, gun metal and velours:	
Cleaned washed, tops ironed, one coat of dressing	81
Cleaned, washed, one coat of dressing	61
Patent leather:	
Cleaned, washed and ragged (cloth tops)	1 14
Cleaned, washed and tops ironed	1 34
Russia calf:	
Cleaned, washed, one coat of polish and ragged	1 08
Cleaned, washed, two coats of polish and ragged	1 24
Tan or black cordovan; cleaned, washed with naphtha, gummed with sponge, chalked (chalk in bag), marks rubbed out with stick, one coat of cordovan polish applied and removed from tree	1 85
Second coat of cordovan polish including extra jacking	20
Wax calf; cleaned, washed and palm-finished	2 20
Extras:	
Cutting off whole cloth covers	81
Dulling tops	14
Extra coat of polish on Russia	16
Ironing tops	20
Returned (old) shoes; 1½ price.	
Extra coat of dressing including extra jacking	20
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and treers.
(338)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Gun metal and velours; cleaned, tops ironed, chalked, one coat of filler	\$0 90
Patent leather; cleaned, washed and polished	88
Black or tan vici; cleaned, ironed, one coat of dressing	86
Russets; washed, one coat of polish and ragged	90
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and treers.
(338)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of filler	\$0 45
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	86
Black or tan kid and kangaroo; cleaned, ironed, one coat of dressing	84
Patent leather; cleaned and washed	86
Wax calf	81
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and treers. (338)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Cordovan; cleaned, washed, ironed	\$1 80
Patent leather; cleaned, washed and polished	88
Vici; cleaned, ironed, one coat of filler	86
Glazed kangaroo; cleaned, ironed, one coat of filler	86
Box calf, gun metal and like leather; cleaned, one coat of filler	47
Dull kangaroo; cleaned, one coat of filler	47
Russia calf; cleaned, washed, one coat of polish and ragged	90
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; cleaned, one coat of dressing	\$0 45
Russia; cleaned, washed, one coat of polish and ragged	88
Black or tan vici; cleaned, ironed, two coats of dressing	98
Patent leather; washed and polished	86
Tan and black Norwegian, cleaned	60
Extras:	
Ironing:	
Black tops	14
Vamps, except Russia calf	20
Second coat of polish	14
Second ragging	14

	Per 24 Pairs
Dulling or brightening tops where a separate dressing is used (special operation)	\$0 14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

JANUARY 16, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and treers. (338)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs
Box calf, gun metal and velours; special operation, washed, ironed and ragged	\$0 68
Tan leathers except kid; cleaned, washed, one coat of polish and ragged	90
Black or tan kid and kangaroo; cleaned, ironed, one coat of filler	86
Patent leather; cleaned, washed and polished	88
Extras:	
Ironing:	
Black tops	14
Vamps	20
Second coat of polish	14
Second ragging	14
Dulling or brightening tops where a separate dressing is used (special operation)	14
Dressing tops	14
Patent-leather tips	14
Fancy facings on patent-leather shoes or fancy foxings and facings combined	09
Samples and single pairs (not including sample cases); 1½ price.	
Per week of 48 hours; \$30.50.	

A. FREEDMAN & SONS, INC. — BROCKTON.

JANUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and solefasteners. (41)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

	Per 24 Pairs
Goodyear welting	\$0 50
Roughrounding	25
Goodyear stitching	61

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JANUARY 27, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and skivers. (283)

The Board awards that there shall be a reduction of 10% in the prices paid by the W. L. Douglas Shoe Company at Brockton for the items of skiving submitted, except as follows:

Skiving; men's shoes:	Per 24 Pairs
Regular tips, folded scarf	\$0 024
Vamp toes, regular, ½-inch scarf	0225
Vamp throats; long vamps, bal., button and seamless oxford, pat- terns Nos. 4, 41, 49, 146, 148, 150, 157, 166, 169, 188, 189, 198, 199, 206, 217, 221, 222, 226, 227, 228, 229, 233, 234, 239, 241, 247, 251, 252, 253, 266, 269, 270, 273, 274, Philadelphia congress, Southern tie, Southern congress, regular congress, Hooker bootee, Klondike bal., Storm King bal.:	
Throat and heel seam, narrow scarf	0475
Heel seam, narrow scarf	012

Per 24 Pairs

Short blucher vamps, patterns Nos. 22, 27, 29, 31, 37, 46, 50, 53, 54, 56, 58, 63, 74, 82, 96, 97, 98, 110, 112, 118, 119, 154, 155, 167, 174, 201, 220, 223, 225, 230, 231, 232, 236, 238, 250, Jumbo, Storm King, Klondike, shooting boot:		
Throat, full skived, narrow scarf	\$0	044
Throat, half skived, narrow scarf		024
Wide-scarf skiving:		
Whole-quarter-seamless and foxed-blucher top, patterns Nos. 27, 29, 31, 33, 37, 53, 97, 98, 110, 155, 167, 171, 200, 201, 207, 218, 220, 223, 224, 225, 230, 231, 232, 235, 238, 250; front and top, folded scarf		09
Lace-oxford top, patterns Nos. 111, 116, 151, 172, 191, 196, 206, 209, 213, 219, 237, 256, 257, 258, 263, 265, 267, 300; front and top, folded scarf		075
Blucher-oxford and seamless blucher-oxford top, patterns Nos. 22, 46, 48, 54, 82, 112, 154, 174, 208, 215, 236, 242; front and top, folded scarf		08
Button-flies:		
Fly, narrow front seam; patterns Nos. 41, 96, 150, 188, 198, 222, 228, 233, 234; fancy patterns Nos. 71, 73, 77; fancy pattern No. 72; imitation button congress		02
Narrow-scarf skiving:		
Regular foxings, patterns Nos. 27, 29, 37, 53, 69, 72, 110, 178, 230, 231:		
Top, vamp, edges and back seam, narrow scarf		10
Heel, narrow scarf		013
Vamp edge, narrow scarf		03
Extreme top of foxings at heel, folded scarf, patterns Nos. 47, 50, 56, 70, 79, 162, 196, 211, 259, 275		03
Vamp edge, feather edge		03
Heel, narrow scarf		013
Tongues:		
Bal.:		
Bottom and $\frac{1}{2}$ -inch wide, up 2 inches on both sides		015
All around		035
Lace oxford:		
Bottom and $\frac{1}{2}$ -inch wide, up 2 inches on both sides		015
All around		035
Blucher:		
Bottom and $\frac{1}{2}$ -inch wide, up 2 inches on both sides		02
All around		04
Blucher oxford:		
Bottom and $\frac{1}{2}$ -in wide, up 2 inches on both sides		02
All around		04
No. 63 blucher tongue:		
Bottom		02
All around		05
Backstays, pattern No. 1:		
Sides, narrow		035
Sides, folded		04
No. 219 oxford, regular vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 243 pattern, vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 243 pattern, counter stay, top fold		03
No. 244 pattern:		
Top fold		075
Foxed top at back fold		03
Foxed vamp lap, bevel		03
No. 245 pattern:		
Quarter fold		075
Foxed top at back fold		03
Foxed vamp lap, bevel		03
Nos. 269 and 270 patterns, vamp throat and heel, narrow		0475
No. 277 pattern:		
Whole-quarter bal.; vamp lap, bevel		065
Whole-quarter bal.; tip, plain edge, narrow		075
No. 278 oxford, quarter fold		075
No. 279 oxford, quarter fold		075

No. 280 oxford, quarter fold	\$0 075
No. 280 oxford, vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 283 pattern:	
Top fold	075
C. S., top of heel fold	03
No. 284 pattern, whole-quarter bal.; vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 285 pattern, youth's vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 289 pattern, whole-quarter blucher:	
Vamp, $\frac{1}{2}$ skived	024
Vamp, all skived	044
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Tip fold	024
No. 291 oxford, quarter fold	075
No. 293 pattern, Pan blucher:	
Blucher vamp, full skived	044
Blucher vamp, $\frac{1}{2}$ skived	024
No. 294 bal., top front and top, narrow	08
No. 295, high-cut blucher, whole-quarter fold	10
No. 298 pattern, vamp toe, $\frac{1}{2}$ -inch wide	0225
No. 300 oxford, quarter fold	075
No. 301 oxford, quarter fold	075
No. 302 pattern, C. S. bal.; top, foxing vamp lap, bevel	03
No. 304 pattern, No. 214 vamp:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
Quarter heel, narrow	04
No. 305 oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075
No. 306 pattern:	
Square-throat vamp toe, $\frac{1}{2}$ -inch wide	0225
Foxing vamp lap, bevel	03
No. 308 blucher oxford, quarter fold	08
No. 310 oxford:	
Quarter fold	075
Top at back of foxing fold	03
Vamp lap of foxing, bevel	03
No. 312 oxford:	
Quarter fold	075
Foxing top at back fold	03
Foxing vamp lap, bevel	03
No. 314 pattern, foxed bal.; foxing vamp lap, bevel	03
No. 315 pattern:	
Foxing vamp lap, bevel	03
Foxing top at heel fold	03
No. 316 pattern, quarter fold	075
No. 318 pattern, whole-quarter blucher:	
Vamp, narrow, $\frac{1}{2}$ skived	024
Vamp, narrow, all skived	044
Quarter fold	09
No. 321 pattern, vamp throat and heel, narrow	0475
No. 322 pattern, whole-quarter blucher:	
Vamp, $\frac{1}{2}$ skived	024
Vamp, all skived	044
Quarter fold	09
No. 324 oxford, quarter fold	075
No. 337 oxford, quarter fold	075
No. 338 oxford, quarter fold	075
No. 339 pattern, whole-quarter blucher:	
Vamp, all skived	044
Vamp, $\frac{1}{2}$ skived	024
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	09
No. 340 pattern, whole-quarter bal.; vamp toe, narrow	0225
No. 341 pattern, whole-quarter oxford:	
Vamp toe, $\frac{1}{2}$ -inch wide	0225
Quarter fold	075

		Per 24 Pairs
No. 342 pattern, whole-quarter bal.:		\$0 0225
Vamp toe, $\frac{1}{2}$ -inch wide		05
Quarter heel, narrow		
No. 343 pattern, whole-quarter oxford:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		075
No. 344 pattern:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		075
Foxing top at back end fold		03
No. 345 blucher oxford:		
Vamp, all skived, narrow		044
Vamp, $\frac{1}{2}$ skived, narrow		024
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		08
No. 346 pattern, foxed, short-vamp bal:		
Vamp throat, narrow		044
Vamp throat, pinked, narrow		049
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter back and vamp-lap bottom, bevel		14
No. 347 pattern, fancy-vamp oxford:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		075
No. 348 pattern, fancy-vamp bal.; vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 349 apron, plain-toe oxford, quarter fold		075
No. 350 pattern, fancy-seam oxford, top fold		075
No. 351 pattern, C. S. oxford:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Top fold		075
Top at back fold		03
No. 352 pattern, C. S. bal.; vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 353 whole-quarter bal.; vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 354 pattern, $\frac{1}{4}$ -inch-fold bal.:		
Toe, $\frac{1}{2}$ -inch wide		0225
Heel, narrow		012
No. 354 $\frac{1}{2}$ bal.:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Vamp heel, narrow		012
No. 356 pattern, whole-quarter blucher, overlap vamp; vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 357 pattern, overlap-vamp oxford; vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 358 pattern, whole-quarter blucher:		
Vamp, $\frac{1}{2}$ skived		024
Vamp, full skived		044
Vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 359 pattern, blucher oxford:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		075
No. 360 pattern, regular oxford:		
Toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		075
No. 361 pattern, square-throat oxford:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		075
No. 362 overlap blucher oxford, toe, $\frac{1}{2}$ -inch wide		0225
No. 363 oxford:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter fold		075
No. 364 pattern, whole-quarter bal., No. 352 vamp; vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 365 pattern:		
Vamp toe, narrow		0225
Top fold		08
Foxing top at heel fold		03
Foxing vamp lap, narrow		03
No. 366 pattern:		
Top fold		075
Vamp toe, $\frac{1}{2}$ -inch wide		0225

		Per 24 Pairs
No. 367 pattern oxford, foxed:		\$0 0225
Toe, $\frac{1}{2}$ -inch wide		075
Top fold		0225
No. 368 pattern, square-throat bal., vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 369 pattern, round-quarter blucher oxford:		
Vamp, $\frac{1}{2}$ skived		024
Vamp, all skived		044
Vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 370 pattern, foxed, foxed oxford:		
Vamp toe, $\frac{1}{2}$ -inch wide		0225
Quarter top fold		075
No. 371 pattern:		
Top fold		075
Vamp toe, $\frac{1}{2}$ -inch wide		0225
No. 372 pattern, top fold		075
No. 373 pattern:		
Toe, $\frac{1}{2}$ -inch wide		0225
Top fold		075
No. 125 oxford, C. S.:		
Top fold		075
At top fold		03
Vamp lap, bevel		03
Leather toe butt:		
Front scarf, $\frac{1}{2}$ -inch wide		0225
Round toe, $\frac{1}{2}$ -inch wide		045
No. 290, blucher vamp:		
Full skived		044
$\frac{1}{2}$ skived		024

METROPOLITAN SHOE COMPANY, INC. — WHITMAN.

JANUARY 28, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and vamps. (315)

The Board awards that \$0.18 extra per 24 pairs shall be paid by the Metropolitan Shoe Company, Inc., at Whitman for holding back linings of arch-support bluchers in vamping (one-needle machine, two rows), as the work is there performed:

By agreement of the parties this decision shall take effect as of October 20, 1924.

MacLAUGHLIN SHOE COMPANY — LYNN.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and employees in the stitching department. (15)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Per 36 Pairs

Pulling ends or silk cord through and trimming after shoe is vamped:	
Four ends to a pair, leather or satin	\$0 18
When backed with Tough-stay; extra	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. H. ALDEN COMPANY — ABINGTON.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and skivers. (50)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that the following prices shall be paid by the C. H. Alden Company at Abington, for the work as there performed:

Skiving:	Per Week of 48 Hours
Vamps, tops or tips	\$30 50
Outside trimmings, foxings or backstays	26 00
Inside trimmings, leather linings or tongues	22 00
Apprentices:	
First four months	18 30
Second eight months	20 16
Thereafter	22 00

SHOE MANUFACTURERS — BROCKTON.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

Heeling (heelers to provide nail-stickers):	Per 24 Pairs
Leather, on last:	
No. 1 grade	\$0 29
No. 2 grade	26
Off the last	22
Gluing, each operation	026
Samples, 1½ price.	
Orthopedic heels; 1½ price.	
Rubber heel bases:	
No. 1 grade	255
No. 2 grade	255
Base and rubber top-lift, one operation:	
No. 1 grade	29
No. 2 grade	26
Rubber heels, including setting heels on bases:	
No. 1 grade	325
No. 2 grade	295
Double nailing:	
Regular; 1½ price.	
Samples; 1½ price.	
Breasting:	
No. 1 grade	10
No. 2 grade	09
Orthopedic heels; 1½ price.	
Rubber soles; regular price.	
Samples; 1½ price.	
Shaving:	
Leather:	
No. 1 grade	18
No. 2 grade	165
Rubber:	
No. 1 grade	22
No. 2 grade	205
Rand cutter only	11
Stitched heels:	
No. 1 grade; 1½ price.	
No. 2 grade; 1½ price.	
Orthopedic heels; 1½ price.	
Samples and singles; 1½ price.	
Slugging:	
One row:	
No. 1 grade	16
No. 2 grade	13
Over one row; 1½ price.	
Orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company and heelers. (5)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
With leather top-lift	\$0 33
Leather bases for rubber heels	30
Orthopedic heels; 1½ price.	
Shaving	21
Breasting:	
Regular work	10
Rubber soles	10
Singles; 1½ price.	
Slugging:	
One row	16
Double rows; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed.

	Per 24 Pairs
Heeling:	
Regular	\$0 26
Leather bases for rubber heels	225
Sorting shoes	026
Samples and orthopedic heels; 1½ price.	
Slugging:	
One row	13
Over one row and orthopedic heels; 1½ price.	
Shaving:	
Regular work	165
Rubber heels	205
Orthopedic and stitched heels; 1½ price.	
Breasting	09
Breasting orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton for the work as there performed:

	Per 24 Pairs
Men's shoes:	
Heeling:	
Leather	\$0 26
Rubber heels, placed by hand and nailed by machine	295
Nailing by machine, rubber heels that have been placed by other employees	18
Rubber heels and bases when combined	26
Leather bases for rubber heels	225
Sorting shoes	026
Gluing, each operation	026
Slugging, one row	16
Shaving:	
Leather	165
Rubber	205
Rubber on rand cutter	11
Breasting	10
Women's shoes:	
Slugging, three slugs	10
Shaving:	
Regular, with leather top:	
10/8 and under	18
11/8 and 12/8	20
Over 12/8	22
Whole or half rubber:	
10/8 and under	21
11/8 and 12/8	23
Over 12/8	25

Breasting:	Per 24 Pairs
12/8 and under	\$0 10
Over 12/8	11
Gluing, each operation	026
Men's and Women's shoes:	
Extras:	
Orthopedic heels:	
Slugging; 1½ price.	
Shaving; 1½ price.	
Breasting; 1½ price.	
Shaving stitched heels; 1½ price.	
Shaving and randing shoes with rolled edges around heel:	
Finished job; 1½ price.	
Finished by edgetrimmer; regular price.	
Samples and singles; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling by machine, leather	\$0 26
Heeling leather bases for rubber heels	225
Nailing rubber heels by machine	18
Sorting shoes	026
Picking heels	026
Heeling rubber heels:	
Putting on rubber heels	30
Cementing, two operations	054
Heeling orthopedic heels; 1½ price.	
Shaving:	
Leather	165
Rubber	205
Orthopedic or stitched heels; 1½ price.	
Breasting:	
Leather or rubber heels	09
Orthopedic heels; 1½ price.	
Samples and singles; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Heeling:	
Leather:	
Men's; regular work:	Per 24 Pairs
AA grade	\$0 29
B grade	26
C grade	23
Women's	32
C grade	26
Bases only:	
Men's:	
AA grade	255
B grade	225
C grade	195
Women's:	
High-heel lasts	285
Low-heel lasts	285
High-heel lasts, C grade	225
Low-heel lasts, C grade	225

		Per 24 Pairs
Nailing rubber tops:		
C grade		\$0 17
Women's		50
Gluing, each operation		026
Sorting shoes		026
Picking heels		026
Nailing rubber tops, spring-heels; women's, men's and C grade		25
Orthopedic heels; 1½ price.		
Shaving:		
Men's:		
AA grade, leather		18
Rubber heels		22
Women's, leather:		
Low		18
High		22
Leather heels stitched around heel, men's or women's; 1½ price.		
Rubber heels stitched around heel, men's and C grade; 1½ price.		
Rolled and ¾ rolled heels, men's and C grade:		
Finished job; 1½ price.		
Finished by edgetrimmer; regular price.		
Women's:		
Rubber heels stitched around heel, stitched heel; 1½ price.		
Rolled and ¾ rolled heels:		
Finished job; 1½ price.		
Finished by edgetrimmer, regular price.		
Baby Louis heels		32
Rubber		35
Orthopedic heels; 1½ price.		
Breasting:		
Regular, men's		10
Men's, C grade		09
Women's:		
12/8 and under		10
Over 12/8		11
C grade		10
Louis heels		16
Orthopedic heels; 1½ price.		
Slugging:		
One row or less:		
Regular, men's and women's		16
C grade		13
More than one row; 1½ price.		
Orthopedic heels; 1½ price.		
Fibre top-lift, C grade		15
Shaving rubber heels, women's:		
High heels		25
Low heels		21
Week work; \$35.		

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes:		
Blocking heels by machine:		Per 24 Pairs
Extra grade		\$0 32
No. 1 grade		29
No. 2 grade		26
No. 3 grade		23
Sorting shoes		026
Picking heels		026
Heeling:		
Leather bases for rubber heels; less than regular heeling price		035
When heeler places rubber heels by hand and nails by machine; more than regular heeling price		035
Rubber heels and bases combined; same price as regular work.		
Gluing, each operation		026

Per 24 Pairs

Right and left top-lifts; extra \$0 05

Orthopedic heels; 1½ price.

Nailing rubber heels that have been placed by other employees,
by machine:

Extra and No. 1 grades 19

No. 2 grade 18

No. 3 grade 17

Pressing heel bases:

Extra and No. 1 grades 19

No. 2 grade 18

No. 3 grade 17

Shaving:

Extra and No. 1 grades 18

No. 2 grade 165

No. 3 grade 15

Fibre tops:

No. 2 grade 20

No. 3 grade 18

Whole or part rubber:

Extra and No. 1 grades 22

No. 2 grade 205

No. 3 grade 19

Rand cutter only, all grades 11

Orthopedic heels; 1½ price.

Stitched heels; 1½ price.

Slugging:

One row:

Extra and No. 1 grade 16

No. 2 grade 13

No. 3 grade 13

Over one row; 1½ price.

Orthopedic heels; 1½ price.

Slugging breasts:

"Army," all grades 09

Fibre tops, all grades 075

Breasting:

Extra and No. 1 grades 10

No. 2 grade 09

No. 3 grade 08

Orthopedic heels; 1½ price.

Shoes having rubber soles; regular price.

Samples and singles; 1½ price.

Week work; \$35.

Women's shoes:

Blocking heels, one nailing, all heights:

Extra and No. 1 grades 32

No. 2 grade 29

No. 3 grade, up to and including 10/8 26

No. 3 grade, over 10/8 26

Orthopedic heels; 1½ price.

Gluing, each operation 026

Blocking leather bases for rubber heels; less than regular heel with
top-lift 035

Heeling:

When heeler places rubber heels by hand and nails by machine;
more than regular work with top-lift 035Rubber heels and bases when combined;
regular price.

Nailing rubber heels that have been placed by other employees 18

Blocking heels, double blocking:

First blocking, including gluing with hot glue:

Extra and No. 1 grades 25

No. 2 grade 25

No. 3 grade 225

Second blocking, including two gluings with hot glue:

Extra and No. 1 grades 35

No. 2 grade 35

No. 3 grade 325

Rubber top-piece:		Per 24 Pairs
Extra and No. 1 grades		\$0 56
No. 2 grade		56
No. 3 grade		51
Shaving:		
Regular work:		
10/8 and under:		
Extra and No. 1 grades		18
No. 2 grade		17
No. 3 grade		16
Over 10/8 to 12/8, inclusive:		
Extra and No. 1 grades		20
No. 2 grade		19
No. 3 grade		18
Over 12/8:		
Extra and No. 1 grades		22
No. 2 grade		21
No. 3 grade		295
Double-blocked heels; A, Louis, Kidney, Spanish, M, etc.; 12/8 and under:		
Extra and No. 1 grades		30
No. 2 grade		29
No. 3 grade		28
Over 12/8:		
Extra and No. 1 grades		315
No. 2 grade		305
No. 3 grade		20
Whole or half rubber:		
10/8 and under:		
Extra and No. 1 grades		21
No. 2 grade		20
No. 3 grade		19
Over 10/8 to 12/8, inclusive:		
Extra and No. 1 grades		23
No. 2 grade		22
No. 3 grade		21
Over 12/8:		
Extra and No. 1 grades		25
No. 2 grade		24
No. 3 grade		23
Double-blocked heels:		
Whole or half rubber:		
12/8 and under:		
Extra and No. 1 grades		34
No. 2 grade		33
No. 3 grade		32
Over 12/8:		
Extra and No. 1 grades		36
No. 2 grade		35
No. 3 grade		34
Breasting:		
All grades:		
12/8 and under		10
Over 12/8		11
Shoes with rubber soles; regular price.		
Louis heels, two operations, all grades:		
Extra and No. 1 grades		16
No. 2 grade		155
Slugging:		
Three slugs:		
Extra and No. 1 grades		10
No. 2 grade		09
No. 3 grade		08
One row:		
Extra and No. 1 grades		16
No. 2 grade		15
No. 3 grade		14

Over one row; 1½ price.	Per 24 Pairs
Aluminum plates, all grades	\$0 20
Orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling	\$0 23
Cementing rubber heel bases	027
Cementing rubber heels	027
Placing rubber heels by hand	12
Shaving heels, rubber	19
Picking heels	026
Sorting shoes	026
Week work, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

Heeling:	
Regular work with top-lift:	Per 24 Pairs
Boy paid by firm	\$0 22
Boy paid by heeler	29
Leather bases for rubber heels:	
Boy paid by firm	185
Boy paid by heeler	255
When heelers place rubber heels by hand and nail by machine	325
Rubber heel and base, when combined	29
Nailing by machine rubber heels that have been placed by other employees	19
Sorting shoes	026
Picking heels	026
Orthopedic heels; 1½ price.	
Nail sticking	07
Slugging:	
Extra and No. 1 grades	16
No. 2 and No. 3 grades	13
Over one row; 1½ price.	
Orthopedic heels; 1½ price.	
Shaving:	
Regular work	18
Rubber heels	22
Rand cutter only	11
Orthopedic heels and stitched heelseats; 1½ price.	
Women's shoes:	
10/8 and under	18
Over 10/8 to 12/8, inclusive	20
Rubber heels, whole or one-half; extra	03
Over 12/8	22
Breasting:	
Extra and No. 1 grades	10
No. 2 and No. 3 grades	09
Orthopedic heels; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling leather bases; cementing bases and top-lift, placing and nailing rubber top-lift by machine	\$0 615
Operation as above except nailing top-lift by hand	70
Shaving rubber heels	205
Breasting	09
Slugging	13
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
Rubber heels	\$0 23
Leather heels	23
Shaving:	
Rubber heels	22
Brushing	027
Leather heels	18
Snow gum applied by shaver	027
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
Leather	\$0 29
Bases	255
Rubber, placed by another employee	19
Anatomic, leather; 1½ price.	
Slugging:	
One row	16
Over one row; 1½ price.	
Anatomic; 1½ price.	
Shaving:	
Leather	18
Rubber	22
Extension heels:	
Leather	225
Rubber	225
Breasting:	
Leather or rubber soles	10
Anatomic; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

	Per 24 Pairs	
Women's shoes:	Extra and	
Heeling:	No. 1 Grades	No. 2 Grade
With top-lift	\$0 32	\$0 29
Without top-lift	285	255
When heeler places rubber heels by hand and nails		
by machine	355	325
Orthopedic heels; 1½ price.		
Gluings, each operation	026	026
Sorting shoes	026	026
Picking heels	026	026

		Per 24 Pairs	
		Extra and	No. 2 Grade
		No. 1 Grades	No. 2 Grade
Double blocking:			
First blocking, including gluing with hot glue		\$0 25	\$0 25
Second blocking, including two gluings with hot glue		35	35
Shaving:			
Regular work:			
10/8 and under		18	17
Over 10/8 to 12/8, inclusive		20	19
Over 12/8		22	21
Whole or half rubber heels:			
10/8 or under		21	20
Over 10/8 to 12/8, inclusive		23	22
Over 12/8		25	24
Louis, A, Spanish, Kidney, and 18/8 Cuban when double-blocked heel:			
12/8 and under		30	29
Over 12/8		31	30
Rubber heels:			
12/8 and under		33	32
Over 12/8		34	33
Breasting:			
12/8 and under		10	095
Over 12/8		11	105
Louis heels, two operations		16	155
Slugging:			
Three slugs		10	09
One row		16	15
More than one row; 1½ price.			
Orthopedic heels; 1½ price.			
Men's shoes:			
Heeling:		Per 24 Pairs	
With top-lift, except Orthopedic		\$0 26	
Without top-lift, except Orthopedic		225	
Samples, heel samples; 1½ price.			
Gluing, each operation			026
Orthopedic heels, with or without top-lift; 1½ price.			
Rubber heels, placed by hand and nailed by machine			295
Slugging or pegging, one row, men's or women's:			
Extra and No. 1 grades			16
No. 2 grade			13
Slugging or pegging, over one row; 1½ price.			
Slugging breasts			08
Slugging and pegging, one row of each:			
Extra and No. 1 grades			32
No. 2 grade			26
Slugging, three slugs			10
Slugging, Orthopedic heels; 1½ price.			
Shaving:			
Men's and women's, 10/8 and under:			
Extra and No. 1 grades			18
No. 2 grade			165
Orthopedic or stitched-around heels; 1½ price.			
Rubber heels, stitched around; 1½ price.			
Rubber heels, rand cutter only			11
Rubber heels			22
Breasting:			
Not rubber soles:			
Extra and No. 1 grades			10
No. 2 grade			09
With rubber soles			10
Orthopedic heels; 1½ price.			
Samples and single pairs; 1½ price.			
Week work; \$35.			

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

		Per 24 Pairs Factory No. 1		
		Pink-tag Grade	Blue-tag Grade	White-tag Grade
Men's shoes:				
Heeling:				
Leather heels, regular work with top-lift (old Lightning machine):				
1½ inches and under		\$0 32	\$0 29	\$0 26
Over 1½ inches		32	29	26
Leather or rubber heels:				
1½ inches and under		285	255	225
Over 1½ inches		285	255	225
Rubber top-lift when heeler places it by hand and nails by machine (old Lightning machine):				
1½ inches and under		355	325	295
Over 1½ inches		355	325	295
Rubber heel and base when combined; same price as regular work with top-lift.				
			Per 24 Pairs Factory No. 1	
			Pink- or Blue- Tag Grade	White-Tag Grade
Nailing by machine rubber heels that have been placed on base by other employee			\$0 19	\$0 18
Slugging:				
One row or less			16	14
Over one row; 1½ price.				
Orthopedic heels; 1½ price.				
Samples and singles; 1½ price.				
Shaving:				
Rubber heels			22	205
Leather heels			16	165
Hand cutter only			11	11
Orthopedic heels; 1½ price.				
Stitched heel; 1½ price.				
Samples and singles; 1½ price.				
Pegging top-lift			13	13
One peg at breast of heel on top-lift			075	075
Breasting:				
1½ inches and under			10	09
Over 1½ inches			10	09
Shoes with rubber soles; no extra.				
Orthopedic heels; 1½ price.				
Samples and singles; 1½ price.				
Women's shoes:				
Heeling:			Per 24 Pairs	
Regular leather heels, bases (new machine, Model B)			\$0 21472	
Whole or top sections (new machine, Model B)			29	
Gluing, each operation			026	
Top sections on all-leather heels, 11/8 and over, with back nail put in by hand by nailer; extra			055	
18/8 heel where 22/8 nail is used in back			44	
Whole heels or top sections on heels that have rubber top-lifts, all-leather heels			29	
Placing and nailing rubber top-lift by machine (Model B)			23	
Putting on top sections when there are two operations, 20/8 heel			57	
Leather Louis heel, bases			2088	
Bases, glued at breast			232	
U. No. 153 heel, single nailing, and Havana heel			40	
Top sections except 20/8 heel			385	
Top sections on all-leather heels, 11/8 and over, with back nail put in by hand by nailer; extra			055	

Lightning machine:

Per 24 Pairs

Leather heels, single block, bases:

Without top-lift	\$0 285
With top-lift	32
Gluings, each operation	026

Double block:

First block, including gluing	25
Second block, including two gluings	35
(Operation includes hot glue on base, top and top-lift)	
Leather base for rubber heels	285
Rubber heel and base when combined	32
Nailing by machine rubber heels which have been placed by other employee	18
Nailing by machine rubber heels which have been placed by hand by heeler	35
Orthopedic heels; 1½ price.	

Heeling turned shoes:

Elk sole	4 70
Leather sole except celluloid-covered	4 30

Miscellaneous:

Covered turned shoes and welt shoes covered to the heel; turned-shoe cover to be tacked on sole by heeler; extra	215
Knifing, cementing and sticking breasts on leather Louis heels, No. 6 leather Louis, Nos. 127, 173	80
Knifing, cementing, shaping and sticking breasts on Vienna and No. 6 Vienna heels	1 25
Forming, etc., when rubber tops; forming, cementing and laying lap on rubber-top leather Louis, No. 6 leather Louis, Nos. 127, 173; trimming front of top-lifts	1 25
Shaping kidney, leather Louis, No. 6 leather Louis, Nos. 25, 26, 39, 40, 125, 127, 135, 151, 153, 163, 165, 169, 171, 173, 179	15
Singles and samples; 1½ price.	

Breasting:

Regular work and Nos. 161, 175: 13/8 and under or over 13/8	12
No. 138 heel	12
Liberty and moccasin-tread	12
No. 120 heel	12
Rubber-sole shoes	12
Prop heel	12
Samples and singles; 1½ price.	

Slugging:

Three-point	10
One row	16
More than one row; 1½ price.	
Orthopedic heel; 1½ price.	
Samples and singles; 1½ price.	

Shaving:

10/8 and under	18
Over 10/8 to 12/8, inclusive	20
Over 12/8	22
Whole- or half-rubber heels:	
Over 10/8 to 12/8, inclusive	23
10/8 and under	21
Over 12/8	25
Double-block heels:	
Regular:	
12/8 and under	30
Over 12/8	31
Concave:	
16/8 and under	33
17/8 and over	36
Rubber heels:	
12/8 and under	34
Over 12/8	35
Orthopedic heels; 1½ price.	
Stitched heels; 1½ price.	

Week work; \$35.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Heeling (boy paid by employer):

Top-lifts:	Per 24 Pairs
No. 1 grade	\$0 22
No. 2 grade	19
Gluing, each operation	026

Samples and singles; $1\frac{1}{2}$ price.

Women's:

$1\frac{1}{4}$ inches and under	25
Over $1\frac{1}{4}$ inches	27

Leather bases for rubber heels:

No. 1 grade	20
No. 2 grade	17

When heeler places rubber heels by hand and nails by machine:

No. 1 grade	27
No. 2 grade	24

Rubber heel and base when combined:

No. 1 grade	22
No. 2 grade	19

Nailing rubber heels that have been placed by other employees, by machine 14

Orthopedic heels; $1\frac{1}{2}$ price.

Leather bases for rubber heels; women's:

$1\frac{1}{4}$ inches and under	225
Over $1\frac{1}{4}$ inches	245

When heeler places rubber heels by hand and nails by machine:

$1\frac{1}{4}$ inches and under	29
Over $1\frac{1}{4}$ inches	32

Rubber heels and base when combined, $1\frac{1}{4}$ inches and under 25

Rubber heels and base when combined, over $1\frac{1}{4}$ inches 27

Nailing by machine, rubber heels that have been placed by other employees; women's 14

Orthopedic heels, women's; $1\frac{1}{2}$ price.

Double block (to be divided equally between the two operators):

First block	24
Second block	36

Louis heels:

Base, first operation	1742
Second operation and top-lift	2323

Gluing with hot glue, three operations:

Gluing base to sole	026
Gluing deck to base	026
Gluing top-lift to deck	026

Slugging:

No. 1 grade	16
No. 2 grade	13

Leather heel, over one row; $1\frac{1}{2}$ price.

Leather heel, singles and samples; $1\frac{1}{2}$ price.

Orthopedic heels; $1\frac{1}{2}$ price.

Spanking pegged top-lift to level same 063

Three slugs, women's 10

One row, women's 16

More than one row, women's; $1\frac{1}{2}$ price.

Orthopedic heels, women's; $1\frac{1}{2}$ price.

Shaving:

No. 1 grade	18
No. 2 grade	165

Whole-rubber heels:

No. 1 grade	22
No. 2 grade	205

Singles and samples; $1\frac{1}{2}$ price.

Rand cutter only 11

Rand cutter only, singles and samples; $1\frac{1}{2}$ price.

Heels stitched around heelseat; $1\frac{1}{2}$ price.

Orthopedic heels; $1\frac{1}{2}$ price.

Women's:

Per 24 Pairs

Regular work:

10/8 and under	\$0 18
11/8 and 12/8	20
Over 12/8	22

Whole- or half-rubber heels:

10/8 and under	21
11/8 and 12/8	23
Over 12/8	25

Double-block heels:

12/8 and under	30
Over 12/8	31

Rubber heels:

12/8 and under	33
Over 12/8	34

Orthopedic heels; $1\frac{1}{2}$ price.

Stitched heels; $1\frac{1}{2}$ price.

Breasting:

No. 1 grade	10
Heels on shoes with rubber soles	10
Heels on shoes with rubber soles, samples and singles; $1\frac{1}{2}$ price.	
No. 2 grade	09
Orthopedic heels; $1\frac{1}{2}$ price.	

Women's:

12/8 and under	10
Over 12/8	11
Louis heels, two operations	16

Week work; \$35.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that \$35 per week shall be paid by the A. E. Little Company at Brockton for heeling, slugging, shaving or breasting.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Regular work with top-lift	\$0 29
Leather bases for rubber heels	255
Shaving:	
Leather heels	18
Rubber heels	22
Breasting	10
Picking heels	026
Sorting shoes	026
Slugging:	
One row or less	16

More than one row; $1\frac{1}{2}$ price.

Heeling, breasting, shaving or slugging, Orthopedic heels; $1\frac{1}{2}$ price.

Per week, \$35.

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

Heeling:	Per 24 Pairs
Leather heel and top-lift	\$0 29
Bases for rubber tops	255
Rubber tops placed by hand and nailed by machine	325

	Per 24 Pairs
Rubber tops placed by day work and nailed by machine	\$0 19
Putting up heels by heeler	026
Picking heels	026
Sorting shoes	026
Gluing, each operation	026
Orthopedic and samples and singles; 1½ price.	
Slugging:	
Once around	16
23/070s, over one row; 1½ price.	
V plate	23
Samples and singles; 1½ price.	
Shaving:	
All leather	18
Rubber or rubber top-lift	22
Rubber, rand cutter only	11
Stitched around heel; 1½ price.	
Samples and singles; 1½ price.	
Breasting:	
Leather soles	10
Rubber soles	10
Samples and singles; 1½ price.	
Week work; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Women's shoes:

Heeling (nail-stickers paid by employer):	Per 24 Pairs
Regular work with top-lift	\$0 22
Gluing, each operation	026
Leather bases for rubber heels	185
Nailing by machine, rubber heels placed by other employees	13
Orthopedic heels; 1½ price.	

Shaving:

Extra grade, Nos. 1 and 2 grades, regular work:

10/8 and under	18
Over 10/8 to 12/8, inclusive	20
Over 12/8	22

Whole- or half-rubber heels:

10/8 and under	21
Over 10/8 to 12/8, inclusive	23
Over 12/8	25

Louis, A, Spanish, kidney and 18/8 Cuban when double-blocked heel:

12/8 and under	30
Over 12/8	31

Rubber heels:

12/8 and under	33
Over 12/8	34

Breasting:

12/8 and under	10
Over 12/8	11
Louis heels, two operations	16

Slugging:

Three slugs	10
One row or less	16
More than one row; 1½ price.	
Orthopedic heel; 1½ price.	

Men's shoes:

Heeling (nail-stickers paid by employer):

Regular work with top-lift:

Leather	20
Rubber heel and top-lift combined	20
Leather bases for rubber heels	175

	Per 24 Pairs
Nailing rubber heels that have been placed by other employees, by machine	\$0 13
Placing rubber heels by hand and nailing by machine (by heeler)	225
Orthopedic heeling; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Shaving:	
Regular work	18
Rubber heels	22
Stitched heels; $1\frac{1}{2}$ price.	
Orthopedic heels; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Breasting:	
Regular work	10
Rubber soles	10
Orthopedic heels; $1\frac{1}{2}$ price.	
Samples and singles; $1\frac{1}{2}$ price.	
Slugging:	
One row or less	16
More than one row; $1\frac{1}{2}$ price.	
Three or four slugs in breast	075
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
Basing	\$0 255
Rubber top-lift	325
Leather heels	29
Gluing, each operation	026
Picking heels	026
Sorting shoes	026
Singles and samples; $1\frac{1}{2}$ price.	
Breasting:	
Rubber heels	10
Leather heels	10
Shaving:	
Rubber heels	22
Leather heels	18
Slugging:	
One row	16
Over one row; $1\frac{1}{2}$ price.	
Singles and samples; $1\frac{1}{2}$ price.	
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion E. Reynolds Company, shoe manufacturer of Brockton, and heelers. (6)

The Board awards that the following prices shall be paid by the Bion E. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling and slugging, all leather	\$0 575
Heeling, leather bases only	52
Slugging heel-breasts:	
Five slugs	10
Three slugs	075
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling, base and rubber combined	\$0 23
Shaving, rubber	19
Breasting	08
Orthopedic heels; heeling, shaving or breasting; 1½ price.	
Heel on base	20
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
Bases and rubber heels	\$0 26
Bases and leather top-pieces	26
Sorting shoes	026
Shaving:	
Leather heels	165
Rubber heels	205
Stitched heels; 1½ price.	
Breasting	09
Slugging	16
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
Regular work and top-lift	\$0 38
Leather bases for rubber heels	34
When heeler places rubber heels by hand and nails by machine	38
Orthopedic heels	38
Singles and samples	38
Shaving:	
Regular work (Union or King machine)	26
Rubber heels	26
Orthopedic heels	26
Stitched heels	26
Singles and samples	26
Breasting:	
Regular work	135
Orthopedic heels	2025
Singles and samples	135
Boots	31
Slugging:	
Regular work	16
Over one row; 1½ price.	
Over one row, singles; 1½ price.	
Orthopedic heels:	
One row or less	24
Over one row	36
Singles; 1½ price.	
Singles and samples; 1½ price.	
Marking and boring holes for disk	135
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Men's shoes:

Heeling:	Per 24 Pairs
Regular work with top-lift	\$0 26
Leather bases for rubber heels	225
Nailing by machine rubber heels that have been placed by other employees	18
When heeler places rubber heels by hand and nails by machine	295
Picking heels	026
Sorting shoes	026
Gluing, each operation	026
Shaving:	
Regular work, leather heels	18
	165
	15
Rand cutter only	11
Rubber heels	205
Stitched heel; 1½ price.	
Breasting	09
Slugging:	
One row or less	13
Over one row; 1½ price.	

Women's shoes:

Heeling:	
Regular work with top-lift	29
Gluing, each operation	026
Nailing rubber heels that have been placed by other employees	18
Bases for rubber heels	255
Shaving:	
Regular work, 10/8 and under:	
Leather	17
Rubber	20
Over 10/8 to 12/8, inclusive:	
Leather	19
Rubber	22
Over 12/8:	
Leather	21
Rubber	24
Slugging:	
One row or less	16
Over one row; 1½ price.	
Breasting:	
12/8 and under	10
Over 12/8	11
Singles and samples; 1½ price.	
Per week, \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and heelers.
(5)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Men's shoes:

Heeling on last:	Per 24 Pairs
Regular work	\$0 23
Regular blocks	195
Cuban, Chief, Knox, M	23
Nailing blocks (for high heels)	195
Nailing rubber heels by machine (rubber heels not cemented, placed by operator in ring and attached like any top-lift)	265
Nailing rubber heels by machine; rubber heels cemented and placed by other operator	17
Heeling orthopedic heels; 1½ price.	
Shaving:	
On last	15
On last, rubber heels	19
On last, Orthopedic or stitched heels; 1½ price.	

	Per 24 Pairs
Rubber heels, Ultima machine	\$0 19
Rubber heels, rand cutter only	11
Samples and single pairs; 1½ price.	
Men's and women's:	
Slugging:	
One row or less	13
Over one row; 1½ price.	
1½ rows, 3 or 5 at breast (applying to Herman shoes but not to Navy)	22
Orthopedic heels; 1½ price.	
Breasting (foot or power machine)	09
Breasting heels on shoes with rubber soles; no extra.	
Breasting Orthopedic heels; 1½ price.	
Samples and single pairs; 1½ price.	
Per week; \$35.	
Women's:	
Heeling:	
Regular work, 10/8 and under; Mannish, Style, Vogue	2332
High, over 10/8 and including 14/8; Copley, Vassar, Opera, Esta, Ultra, Joan	26
Regular half-rubber bases	225
High, half-rubber bases	225
Gluing, each operation	026
Nailing rubber heels by machine; rubber heels cemented and placed by other operator	18
Shaving:	
12/8 and under; Mannish, Style, Vassar, Vogue, Copley, Opera	18
Over 12/8, Esta, Ultra, Flore, Joan	20
Stitched heels (Ultima machine); 1½ price.	
Rubber heels:	
10/8 and under	19
Over 10/8 to 12/8, inclusive	21
Over 12/8	23

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and heelers. (5)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	
	White- or Salmon-Tag	Yellow-Tag
Men's shoes:		
Heeling:		
Leather heels, 12/8 and under	\$0 26	\$0 32
Leather heels, 13/8 and over	32	32
Leather bases, 12/8 and under	225	285
Leather bases, 13/8 and over	285	285
Rubber top-lifts when combined with base:		
12/8 and under	26	32
13/8 and over	32	32
When heeler places rubber heels by hand and nails by machine:		
12/8 and under	295	355
13/8 and over	355	355
Nailing rubber top-lifts that have been placed by other employee	18	19
Anatomic heels; 1½ price.		
Sorting shoes	026	026
Gluing, each operation	026	026
Slugging	13	16
Scotty slug (five in breast); extra	075	075
Over one row on Anatomic; 1½ price.		
Pegging; same as slugging.		
Cutting pegs by hand, \$0.03.		
Shaving	165	18
Rubber heels	205	22
Rubber heels, rand cutter only	11	11
Stitched around heel or Anatomic heel; 1½ price.		

	White- or Salmon- Tag Grade	Per 24 Pairs Yellow-tag Grade
Breasting	\$0 09	\$0 10
Shoes with Anatomic heels; 1½ price.		
Shoes with rubber soles; no extra.		
Women's shoes:		
Heeling:		Per 24 Pairs
With top-lift		\$0 32
Leather bases for rubber heels		285
Rubber heels and bases combined		32
When heeler places rubber heels by hand and nails by machine		355
Gluing, each operation		026
Anatomic heels; 1½ price.		
Nailing rubber heels by machine		18
Double block, including gluing:		
First block		25
Second block (two gluings)		35
Shaving:		
Regular work, 10/8 and under		18
11/8 and 12/8		20
Over 12/8		22
Rubber heels:		
10/8 and under		21
11/8 and 12/8		23
Over 12/8		25
Double-block heels:		
12/8 and under		30
Over 12/8		31
Rubber heels:		
12/8 and under		33
Over 12/8		34
Anatomic heels; 1½ price.		
Stitched around heel; 1½ price.		
Louis heel		30
Breasting:		
12/8 and under		10
Over 12/8		11
Louis heel, two operations		16
Slugging:		
Three slugs		10
One row		16
More than one row; 1½ price.		
Anatomic heels; 1½ price.		
Per week; \$35.		

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Heeling:	
Rubber heels, both operations, Lightning machine	\$0 365
Rubber heels, single nailing	23
Leather heel and top-lift	23
Shaving rubber heels	19
Breasting	08
Per week; \$35.	

FEBRUARY 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and heelers. (5)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Heeling:		Per 24 Pairs
Regular work with top-lift		\$0 29
Leather bases for rubber heels		255
When heeler places rubber heels by hand and nails by machine		325
Rubber heels and bases combined		29
Nailing rubber heels placed by other employee		19
Sorting shoes		026
Shaving:		
Regular work		18
Rubber heels		22
Rand cutter only		11
Orthopedic heels; 1½ price.		
Stitched heel; 1½ price.		
Breasting:		
Extra and No. 1 grades		10
No. 2 grade		09
Orthopedic heels; 1½ price.		
Slugging:		
Extra and No. 1 grades		16
Nos. 2 and 3 grades		13
Over one row; 1½ price.		
Orthopedic heels; 1½ price.		
Per week; \$35.		

HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Hennessey, Maxwell & Hennessey Shoe Company of Lynn and stitchers.
(26)

The Board determines that the price for pump-stitching pattern No. 70 in the factory of Hennessey, Maxwell & Hennessey Shoe Company at Lynn, shall be based upon the Theo tie.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JAMES W. HITCHINGS COMPANY, INC. — LYNN.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between the James W. Hitchings Company, Inc., shoe manufacturer of Lynn, and stitchers. (34)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the James W. Hitchings Company, Inc., at Lynn, for the work as there performed:

Fancy stitching:		Per 36 Pairs
Gloria pump:		
Gores		\$0 66
Straps on quarters		1 01
Bars		24
Stops		06
Bianca:		
Gores		1 50

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and perforators.
(44)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.24 per 36 pairs

shall be paid by Strout, Stritter & Co., Inc., at Lynn for perforating top of quarter, pattern No. 12271, Tudor, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and edgemakers. (28)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Edgetrimming	\$0 66
Edgesetting:	
One setting	50
Two settings	66
Roughing	32

KNIFE BROTHERS, INC. — HAVERHILL.

FEBRUARY 10, 1925.

In the matter of the joint application for arbitration of a controversy between Knife Brothers, Inc., shoe manufacturer of Haverhill and welters. (10)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Knife Brothers, Inc., at Haverhill, for the work as there performed:

	Per 12 Pairs
Welting:	
Leather insert	\$0 36
Barbour storm welt	30

By agreement of the parties this decision shall take effect as of July 17, 1924.

SHOE MANUFACTURERS — BROCKTON.

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring breasts, one paper	\$0 046
Leather heels, one paper:	
Rough scouring	0875
Second scouring	0875
Smoothing	06
Rubber heels, one paper:	
Rough scouring	1025
Second scouring	1025
Smoothing	07
Wetting in	0325
Blackening or staining	0375
Expediting	20
Scouring:	
Top-lifts	10
Bottoms and naumkeaging shanks	27
Bottoms and naumkeaging, rivet shanks	34
Bleaching foreparts or full bottoms	065
Staining or painting:	
Foreparts	13
Full bottoms	16
Full bottoms and top-lifts	19
Gumming:	
Foreparts before cutting	045
Full bottoms before painting	065
Foreparts, bleached and stained	1125

	Per 24 Pairs
Full bottoms, bleached and stained	\$0 14
Full bottoms, bleached and stained, and top-lifts	17
Natural full bottoms, to be bleached without stain	15
Natural foreparts	15
Top-lifts	04
Wheeling:	
Breasts	045
Shanks, plain cut	045
Sides	045
Panel, plain	045
Cutting plain shank	045
Stripping:	
Foreparts	0475
Full bottoms	0675
Rolling, polishing and brushing:	
Foreparts	1125
Full bottoms	27
Full bottoms and top-lifts	33
Shanks	145
Top-lifts	04
Top-lifts and cleaning slugs	08
Rolling and brushing:	
Full black bottoms and top-lifts and cleaning slugs	36
Top-lifts and cleaning slugs	08
Blacking or staining:	
Top-lifts	0325
Breasts	0325
Top-lifts and breasts	045
Blacking:	
Top-lifts, breasts and shanks, plain cut	13
Shanks, plain cut	095
Full bottoms, breasts and top-lifts	15
Full bottoms	12
Burnishing:	
Black bottoms	15
Black shanks, plain cut	12
Waxing foreparts or full bottoms	105
Wheeling around stitch:	
By hand	15
By machine	09
Orthopedic heel; regular price except as follows:	
Scouring heelbreasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and finishers.

(1)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed:

Scouring heel-breasts:	Per 24 Pairs
One paper	\$0 046
Two papers	062
Gumming heel-breasts	035
Scouring and glazing, three papers	22
Putting glue on heels	0325
Scouring rubber heels and glazing	23
Putting glue on heels	0325

	Per 24 Pairs
Blacking heels:	
Leather soles and rubber heels	\$0 0375
Rubber heels and rubber soles	065
Expediting	20
Scouring top-lifts	10
Blacking:	
Top-lifts	0325
Shanks	095
Black bottoms	12
Rolling top-lifts and scraping nails	08
Scouring bottoms and pinwheeling with naumkeag	27
Cutting shanks	045
Wetting down:	
Foreparts	13
Whole bottoms	16
Gumming:	
Natural bottoms or foreparts	15
Natural bottoms or foreparts and top-lifts	175
Colored	22
Colored foreparts	165
Colored bottoms and top-lifts	26
Striping:	
Foreparts	0475
Whole bottoms	0675
Burnishing shanks and foreparts, wheeling breasts	21
Rolling and brushing black bottoms:	
Not ironed	28
Ironed	19
Wheeling:	
At cut and breast	09
Whole bottoms	19
Heels	11
Polishing:	
Foreparts	1125
Whole bottoms	27
Whole bottoms and top-lifts	33
Faking:	
Shanks	07
Black bottoms	14
Velvet bottoms	07
Scalloping heels	05808
Scouring edges, rubber soles	192
Samples and singles; 1½ price.	
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Natural bottoms:	Per 24 Pairs
Gumming bottoms	\$0 14
Polishing bottoms and top-lifts	33
Bleaching bottoms	065
No. 64 finish:	
Scouring bottoms	27
Bleaching bottoms	065
Staining bottoms	16

	Per 24 Pairs
Gumming bottoms	\$0 14
Polishing bottoms and top-lifts	33
Black and velvet bottoms:	
Scouring bottoms	27
Blacking bottoms	12
Polishing bottoms and top-lifts	36
Top-lifts:	
Scouring	10
Staining	03
Gumming	04
Leather heels:	
Scouring, two papers	16
Scouring breasts, two papers	062
Rough scouring heels	0875
Dyeing rands, wetting heels (black heels)	1075
Smoothing heels, one paper	06
Samples and singles; 1½ price.	
Rubber heels:	
Scouring breasts	052
Rough scouring heels	1025
Dyeing rands, wetting heels (black heels)	1075
Scouring heels, two papers	16
Smoothing heels, one paper	07
No. 65 finish:	
Scouring bottoms	27
Bleaching bottoms	065
Staining bottoms	16
Cleaning top-lifts	04
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring breasts of heels, one paper	\$0 046
Staining breasts of heels	0325
Scouring leather heels:	
Two papers, not wet	16
Two papers, wet once	1925
Three papers, wet once	2525
14/8 and over; extra	04
Rough scouring:	
Leather, under 14/8	0875
Rubber, under 14/8	1025
Scouring rubber heels (not rough-scoured):	
Two papers, not wet	18
Two papers, wet once	2125
Three papers, wet once	2825
Blacking or staining heels	0375
Stoning heels:	
Expediting including heelkeying	20
Padding including heelkeying	165
14/8 and over; extra	04
Heelkeying	0675

	Per 24 Pairs
Scouring top-lifts	\$0 10
Blacking or staining top-lifts	0325
Rolling and brushing top-lifts and cleaning slugs	08
Scouring bottoms:	
Regular	27
Moulded sole	34
Rivet shank	34
Cutting in shanks	045
Cutting panel; no sorting or mating:	
One side	11
Two sides	165
Wetting down:	
Full bottoms	16
Top-lifts	0325
Black bottoms	12
Foreparts	13
Applying bleach with brush, rubbing with brush and, when dry, rubbing off with sponge:	
Full bottoms	26
Foreparts	2178
Blacking or staining:	
Shanks	095
Panels:	
One side	22
Two sides	34
Gumming:	
Full bottoms	14
Foreparts	1125
Top-lifts	04
Unscoured bottoms	2178
Red-stained shank on No. 60½ finish	10
Gumming and polishing top-lifts	08
Rolling top-lifts	04
Rubber soles; dusting and padding shanks at breast of heel, cleaning fibre or rubber soles and top-lifts with naphtha and brushing fibre or rubber soles and top-lifts on bristle brush	19
Staining rands and welt on colored shoes with fibre or rubber soles	18
Waxing and brushing bottoms	105
Rolling shanks	08
Striping:	
Foreparts	0475
Three-quarters around	0575
All around	0675
Polishing:	
Foreparts	1125
Full bottoms	27
Full bottoms and top-lifts	33
Black bottom:	
With wheel	30
Without wheel	25
Rolling and faking	28
Wheeling:	
Panel:	
One side	07
Two sides	105
Breast	045
Blacking rand and welt on fibre and rubber soles	11
Birching	20
Brushing heel and forepart edges on fibre and rubber soles	18
Bleaching and rubbing in with power brush	13
Scouring breast of heels:	
One paper	065
Two papers	095
Scouring heels:	
Straight heels:	
Three papers, wet once, under 14/8	2525
Two papers, 14/8 and over	20

	Per 24 Pairs
Concave, any height	\$0 20
Wetting and smoothing:	
One paper, 14/8 and over, straight	12
Concave, any height	12
Rough-scouring heels:	
Under 14/8, straight	0875
14/8 and over, straight, or all concave	125
Blacking or staining heels	0425
Expediting heels:	
Concave	24
Straight, 14/8 and over	24
Naumkeaging shanks, two papers, and brushing	1386
Scouring foreparts, top-lifts, and pinwheeling	27
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Scouring:	Per 24 Pairs
Bottoms	\$0 27
Top-lifts	10
Breasts	046
Heel-finishing	20
Heel-scouring, three papers:	
Leather:	
Not including wetting	22
Including wetting	2525
Rubber:	
Not including wetting	25
Including wetting	2825
Samples and singles; 1½ price.	
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heels	\$0 16
Scouring rubber heels and rubber soles and heels	18
Scouring heels:	
Women's, lasts Nos. 230, 234, 236, 237, 238, 247, 249	16
Women's, lasts except Nos. 230, 234, 236, 237, 238, 247, 249	20
Smoothing leather heels	06

	Per 24 Pairs
Smoothing rubber heels	\$0 07
Smoothing heels, women's, lasts Nos. 230, 234, 236, 237, 238, 247, 249	06
Smoothing heels, women's, except lasts Nos. 230, 234, 236, 237, 238, 247, 249	0875
Scouring top-lifts, except rubber heels	10
Scouring bottoms	27
Factory C	27
Naumkeaging, except No. 61, women's	23
Naumkeaging, women's, low-heel lasts; Nos. 221, 222, 230, 232, 234, 235, 236, 237, 238, 247, 249	175
Bottom finishes Nos. 15, 17, 20 or custom	425
Bottom finishes Nos. 70, 75, 78; men's or women's, Grade C	15
Bottom finishes, custom and No. 18; Grade C	425
Single staining, No. 15; men's or women's	16
Single staining, No. 18; men's or women's	16
Aligning breasts:	
Men's and under 14/8	0325
Women's, 14/8 and over	0425
Polishing breasts	065
Striping, No. 15 finish; men's	065
Wax finishes Nos. 75, 78, 15, 18; men's or women's, Grade C	105
Polishing:	
Bottoms, except velvet	27
Bottoms and top-lifts (leather), except velvet; men's or women's	33
Bottoms and top-lifts (leather); Grade C	27
Bottoms, No. 70 finish; men's or women's, Grade C	27
Bottoms; Grade C	22
Bottoms and top-lifts, No. 65 finish; Grade C	30
Bottoms and top-lifts, No. 70 finish; men's or women's, Grade C	35
Burnishing heels, 14/8 and over and all concave	24
Burnishing heels, Montello and C factories	20
Burnishing heels, women's; lasts Nos. 222, 230, 234, 237, 238, 247, 249	20
Bleaching bottoms, finishes Nos. 15, 17, 18, velvet, and Nos. 50 and 20; men's or women's	065
Gumming, finishes Nos. 70, 75, 78; men's or women's	065
Rough-scouring heels:	
Leather; men's, Grade C	0875
Rubber; men's, Grade C	1025
Women's:	
Under 14/8	0875
14/8 and over and all concave	125
Scouring breasts:	
Rubber heels, two papers; men's, Grade C	062
Leather or rubber; women's	095
Blacking bottoms:	
Breasts and top-lifts, Grade C	045
Bottoms and breasts, Grade C	12
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs		
	Extra and No. 1 Grades	No. 2 Grade	No. 3 Grade
Men's shoes:			
Scouring heel-breasts:			
One paper	\$0 046	\$0 046	\$0 0388
Two papers, handled twice, Freeman machine	092	092	
Rough scouring, one paper:			
Leather heels, 1½ inches and under	0875	0875	083
Rubber heels, 1½ inches and under	1025	1025	0871
Scouring heels, two papers, 1½ inches and under:			
Leather	16	16	135
Rubber	18	18	16
Rubber, previously rough-scoured . .	16	16	
Smoothing heels, 1½ inches and under:			
Leather	06	06	055
Rubber	07	07	065
Scouring top-lifts:			
Extra grade	13	10	09
No. 1 grade	10		
Blacking or staining heels and rands .	0375	0375	0375
Filling heels and rands	035	035	035
Gumming heels and rands	035	035	035
Expediting heels, leather or rubber . .	20	20	16
Rolling, brushing and heelkeying, leather or rubber	165	165	
Scouring bottoms, pinwheel and naumkeag	27	27	24
Scouring bottoms, moulded shanks . .	34	34	34
Bleaching:			
Foreparts or full bottoms	065	065	06
Velvet finish	10	10	09
Blacking top-lifts	0325	0325	03
Rolling and polishing:			
Top-lifts and cleaning slugs	08	08	06
Shanks	145	145	11
Shanks and top-pieces	215	215	16
Full bottoms and top-lifts and clean- ing slugs	36	36	27
Wheeling:			
Breasts	045	045	04
Plain cut	045	045	04
Sides	045	045	04
Side-striped shanks	14	14	
Striping:			
Foreparts	0475	0475	0425
Full bottoms	0675	0675	0625
Blacking:			
Breasts	0325	0325	03
Breasts and top-lifts	045	045	04
Shanks, plain cut	095	095	09
Shanks, breasts and top-lifts	13	13	12
Full bottoms, breasts and top-lifts .	15	15	13
Staining or painting:			
Top-lifts	0325	0325	03
Foreparts	13	13	12
Full bottoms	16	16	15
Full bottoms and top-lifts	19	19	18
Aligning heel-breasts by machine . . .	0325	0325	0325
Gumming and polishing top-lifts . . .	08	08	07
Gumming:			
Foreparts	1125	1125	105
Full bottoms	14	14	13
Full bottoms and top-lifts	17	17	16
Polishing:			
Foreparts	1125	1125	105
Full bottoms	27	27	26
Full bottoms and top-lifts	33	33	30

	Per 24 Pairs		
	Extra and	No. 2	No. 3
	No. 1	Grade	Grade
	Grades		
Gumming and polishing:			
Foreparts	\$0 225	\$0 225	\$0 21
Full bottoms	41	41	38
Full bottoms and top-lifts and clean-			
ing slugs	50	50	46
Striping, three-fourths	0575	0575	0575
Jigging heels	0425	0425	0425
Blacking shanks, breasts and top-lifts			
when marked "R"	095	095	
Scouring rivet or moulded shanks . . .	34	34	
Women's shoes:			Per 24 Pairs
Rough-scouring heels, one paper:			
Under 14/8			\$0 0875
14/8 and over and all concave			125
A, kidney, Spanish or Louis			225
Scouring and smoothing heels, three papers:			
Under 14/8			22
14/8 and over and all concave			26
A, kidney, Louis or Spanish			35
Blacking or staining rands			0425
Filling heels			045
Veneering			055
Expediting heels:			
Regular			23
A, kidney, Louis or Spanish			29
Blacking or staining heels			045
Scouring or Expediting heels over 18/8; extra			05
Scouring bottoms and top-lifts:			
Leather top-lifts, including pinwheeling, regular heels			305
Leather top-lifts, no pinwheeling; Louis, A, kidney or Spanish			25
Scouring bottoms:			
Regular heels, rubber top-lifts, including pinwheeling			27
Louis, A, kidney or Spanish, rubber top-lifts, no pinwheeling; foreparts only			22
Naumkeaging shanks:			
Regular heels			12
Louis, A, kidney or Spanish			18
Staining:			
Foreparts			13
Full bottoms and top-lifts			19
Staining or blacking:			
Top-lifts			03
Shanks, breasts and top-lifts, plain cut			12
Scouring heel-breasts, Louis heels, two operations			3484
Scouring heel-breasts, regular heels:			
One paper			065
Two papers			095
Scalloping and polishing Louis heel-breasts			085
Blacking or staining shanks, breasts and top-lifts, V or in-cut			15
Blacking full bottoms and top-lifts			15
Gumming and polishing:			
Foreparts			21
Full bottoms and top-pieces			42
Blacking or staining heel-breasts:			
Louis heels			075
Others			0325
Polishing heel-breasts, Louis heels			05
Rolling and polishing:			
Shanks and top-lifts and cleaning slugs			215
Full black bottoms and top-lifts and cleaning slugs			31
Wheeling:			
Breasts			045
Shanks, plain cut, and breasts			09
Shanks, V or in-cut, and breasts			12
Brushing breasts, Louis heels			04

	Per 24 Pairs
Jigging heels	\$0 045
Beading heels	045
Bleaching bottoms, foreparts or full bottoms	065
Bleaching, velvet finish	10
Singles and samples, all operations (except on glazing heels, which is \$0.12 extra); 1½ price.	
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and finishers.

(1)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Rough-scouring heels, 1½ inches and under, one paper:	Per 24 Pairs
Leather	\$0 0875
Rubber	1025
Scouring edges of rubber soles	10
Heel-breast scouring:	
One paper	046
Two papers	062
Aligning breasts	0325
Staining rands	0375
Brushing rubber dust from edges	06
Staining around heelseats after wheeling	04
Scouring leather heels 1½ inches and under, two papers	16
Scouring rubber heels, whole or part rubber, 1½ inches and under, two papers (not rough-scoured)	18
Sizing heels	035
Changing shoes on rack	0135
Glazing leather heels, 1½ inches and under, one paper	06
Glazing rubber heels, 1½ and under	07
Veneering heels, black	045
Blacking or staining heels	0375
Striping around stitched heel	04
Scouring top-lifts	10
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring grain off shank, Little-process shoe	12
Bleaching foreparts or full bottoms	065
Bleaching full bottoms and top-lifts	065
Bleaching and brushing-in by hand:	
Foreparts	14
Full bottoms	17
Gumming:	
Natural foreparts, Nos. 40, 50, 66, 39	15
Natural full bottoms, Nos. 40, 54, 61, 39, 100	15
Natural full bottoms and top-lifts	175
Staining foreparts	13
Staining full bottoms	16
Staining full bottoms and top-lifts	19
Blacking:	
Top-lifts	0325
Or staining, breasts	0325
Top-lifts, bottoms and breasts	15
Shanks, plain cut	095
Shanks, breasts and top-lifts, plain cut	13
Full bottoms, rubber heels	12

		Per 24 Pairs
Stripping:		
Foreparts		\$0 0475
Three-quarters		0575
All around		0675
Expediting heels		20
Polishing:		
Foreparts		1125
Full bottoms		27
Full bottoms and top-lifts		33
Black bottoms and top-lifts and cleaning slugs		36
Shanks and top-lifts and cleaning slugs		215
Top-lifts and cleaning slugs		08
Brushing viscol soles		165
Bird's-eye viscol or unscoured soles		045
Waxing and brushing No. 17 finish (special)		095
Wheeling:		
Cut, plain		045
Breasts		045
Sides		045
Front of breasts (samples only)		07
Panel and bird's-eye		105
Heel-breast scouring, women's, one paper		065
Scouring leather heels and women's under 14/8, straight; two papers		16
Scouring leather heels, women's; 14/8 and over, straight, and all concave		20
Glazing heels, women's; 14/8 and over, straight, and all concave, one paper		0875
Expediting heels:		
Men's and women's under 14/8, straight		20
Women's 14/8 and over, straight, and all concave		24
Singles and samples; 1½ price.		
Heelkeying		0425
Orthopedic heel; regular price except as follows:		
Scouring heel-breasts:		
One paper		0648
Machine with two rolls, handled once; 1 1/3 price.		
Freeman machine, handled twice; double price.		
Scouring bottoms, pinwheel and naumkeag attached, rivet shank		34
Employees receiving \$30 or less; no change.		
		Per Week
Employees receiving \$35		\$33 00
Employees receiving \$33		31 50
Employees receiving \$31.50		30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and finishers.

(1)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

		Per 24 Pairs
Scouring heel-breasts:		
B, C, D, E, one paper		\$0 046
XX, X, A, AA, two papers		062
Sizing, K, S, black leather or rubber heels		0325
Scouring heels:		
Leather		16
Rubber		18
Wetting heels (gumming)		0325
Smoothing heels:		
Leather		06
Rubber		07
Second operation after application of wax solution		07
Second operation on black shoes		06
Staining heels, black or colored		0375
Staining rands, Unit or round heels, K, S.		0325
Bleaching, all colored shoes and black with Nos. 55, 56, 63 and 64 finishes		065
Scouring:		
Bottoms		27
Top-lifts		10

Per 24 Pairs

Waxing foreparts or full bottoms	\$0 105
Brushing full bottoms, hair and yarn brush (Unit)	18
Painting or staining:	
Foreparts	13
Full bottoms	16
Full bottoms and top-lifts	19
Gumming full bottoms before painting	06
Blacking:	
Full bottoms, breasts and top-lifts	15
Top-lifts	0325
Full bottoms and breasts	12
Top-lifts and breasts	045
Shanks, breasts and top-lifts	13
Shanks and breasts	095
Striping foreparts:	
Regular	0475
Three-quarters around	0575
All around	0675
Blacking breasts	0325
Polishing:	
Foreparts	1125
Full bottoms	27
Rolling, faking and brushing full black bottoms	28
Rolling and brushing full bottoms and top-lifts and cleaning slugs; black bottoms	36
Polishing stained shanks	145
Faking and brushing black shanks (no rolling)	0725
Expediting heels	20
Round heels	30
Rolling and brushing top-lifts and cleaning slugs	08
Polishing full bottoms and top-lifts	33
Gumming bottoms:	
Once	15
Twice	285
Gumming natural full bottoms (Unit)	15
Gumming natural full bottoms and top-lifts	175
Gumming bottoms twice and top-lifts once	32
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handed twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

*In the matter of the joint application for arbitration of a controversy between
A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and finishers.
(1)*

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Per 24 Pairs

Expediting heels	\$0 20
Blacking heels	0375
Rolling:	
Top-lifts and bottoms	33
Bottoms	27
Black bottoms	28
Top-lifts including cleaning slugs	08
Polishing foreparts	1125
Striping:	
Foreparts	0475
Three-fourths	0575

	Per 24 Pairs
Staining:	
Bottoms	\$0 16
Top-lifts and bottoms	19
Gumming:	
Top-lifts and bottoms	17
Bottoms	14
Scouring:	
Top-lifts	10
Bottoms	27
Bleaching	065
Staining breasts	0325
Scouring heels, 1 $\frac{3}{4}$ inches and under, two papers:	
Leather	16
Rubber	18
Smoothing heels, 1 $\frac{3}{4}$ inches and under, one paper:	
Leather	06
Rubber	07
Wetting heels	0325
Scouring heel-breasts	062
Scouring heels, three papers:	
Leather	22
Rubber	25
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts, one paper	\$0 046
Blacking heels	0375
Expediting heels	20
Scouring bottoms, pinwheel and naumkeag attached	27
Polishing full bottoms	27
Gumming full bottoms	14
Wheeling breasts	045
Scouring heels, two papers:	
Leather	16
Rubber	18
Wetting heels	0325
Smoothing heels:	
Leather	06
Rubber	07
Blacking heels	0375
Bleaching bottoms	065
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts, one paper	\$0 045
Painting or staining:	
Foreparts	12
Full bottoms	16
Full bottoms and top-lifts	18
Blacking:	
Top-lifts	03
Top-lifts and breasts	045
Breasts	03
Full bottoms, breasts and top-lifts	15
Full bottoms	12
Rolling and brushing top-lifts and cleaning slugs	075
Rolling and brushing full bottoms and top-lifts and cleaning slugs, black bottoms	35
Wheeling:	
Breasts	045
Cut, plain	045
Sides	045
Cutting shanks, plain	045
Blacking heels	0375
Bleaching foreparts or full bottoms	065
Gumming full bottoms before painting	06
Scouring heels, 1½ inches and under, two papers:	
Leather	16
Rubber	18
Expediting heels	195
Scouring top-lifts	10
Scouring bottoms, pinwheel and naumkeag attached	27
Gumming bottoms, natural finish	14
Polishing:	
Painted bottoms	26
Black bottoms	27
Striping	06
Staining bottoms	15
Gumming natural bottoms	15
Orthopedic heel; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts, two papers	\$0 062
Gumming breasts	04
Scouring heel-breasts, 14/8 and over, women's, two papers	095
Gumming heel-breasts, women's	04
Scouring heels, two papers:	
Men's, 1½ inches and under:	
Leather	16
Rubber	18

		Per 24 Pairs
Women's:		
Under 14/8, straight		\$0 16
14/8 and over, straight, and all concave		20
Scouring heels, three papers:		
Men's:		
Leather		22
Rubber		25
Women's, 14/8 and over, straight, or concave; wet once		32
Wetting and smoothing heels, one paper:		
Men's, 1½ inches and under:		
Leather		0925
Rubber		1025
Women's:		
Under 14/8, straight		0925
14/8 and over, straight, and all concave		12
Scouring top-lifts, men's		10
Blackening or staining heels:		
Men's		
		0375
Women's		
		0425
Scouring bottoms, pinwheel and naumkeag attached, men's		27
Scouring foreparts and top-lifts and pinwheeling, women's		27
Naumkeaging shanks, women's		12
Gumming:		
Natural full bottoms and top-lifts		175
Natural full bottoms		15
Natural foreparts		15
Top-lifts		04
Full bottoms		14
Foreparts		1125
Full bottoms and top-lifts		17
Scouring feather edge around bottoms of natural-bottom shoes		105
Scouring bottoms on women's, marked rubber top-lift		205
Polishing:		
Full bottoms and top-lifts		33
Full bottoms		27
Foreparts		1125
Wheeling:		
Breasts		045
Cut, plain		045
Sides		045
Around stitch		15
Making shanks:		
Blackening shanks, breasts and top-lifts		13
Cutting shanks, plain		045
Wheeling cut		045
Wheeling breasts		045
Burnishing shanks		12
Rolling and brushing shanks		145
Making black bottoms:		
Blackening full bottoms, breasts and top-lifts		15
Wheeling side of shanks		045
Wheeling breasts		045
Rolling and brushing full bottoms		28
Blackening full bottoms		12
Blackening breasts		0325
Blackening top-lifts		0325
Rolling and brushing top-lifts and cleaning slugs		08
Expediting heels:		
Men's, leather or rubber		20
Women's:		
Under 14/8, straight		20
14/8 and over, straight, and all concave		24
Singles and samples; 1½ price.		
Wheeling arch shanks; from shoulder to center of ball, down center of shank and across breast		15
Orthopedic heel; regular price except as follows:		

Scouring heel-breasts:	Per 24 Pairs
One paper	\$0 0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 12 Pairs		
	Factory No. 1 Pink-Tag Grade	Factories Nos. 1, 3 Blue-Tag Grade	White-Tag Grade
Men's shoes:			
Rolling or polishing black bottoms:			
Rolling and brushing full bottoms and top-pieces and cleaning slugs	\$0 18	\$0 18	\$0 18
Rolling or polishing stained bottoms:			
Waxing and rolling stained bottoms:			
Foreparts, all kinds of stains or paints	065	065	065
Foreparts and shanks	135	135	135
Full bottoms and top-pieces	165	165	165
Polishing stained bottoms, J. W. finish, with one-half stained shank (Factory No. 1 only)	2075	2075	2075
Divided as follows:			
Full bottoms	135		
Black shanks or stained shanks	0725		
Striping:			
Regular foreparts	02375	02375	02375
Three-fourths around	02875	02875	02875
All around	03375	03375	03375
Faking bottoms:			
Faking and brushing bottoms, heels, shanks and top-pieces (all kinds)	05	05	0435
Brushing and faking bottoms and top- pieces and brushing heel and forepart edges (Factory No. 1 only	05	05	05
Brushing bottoms and top-pieces and heel and forepart edges (Factory No. 3 only)			0425
Blacking bottoms:			
Bottoms, breasts, shanks and top- pieces	075	075	075
Bottoms, breasts and shanks and dusting	06	06	06
Staining bottoms:			
Aniline stain:			
Whole bottoms and dusting	08	08	08
Foreparts and dusting	065	065	065
Oakaline stain, used on No. 38 finish, to heel	08	08	08
Viscol stain, russet shoes; bottoms and shanks:			
Golf, studded soles	14	14	14
Regular soles	07	07	07
Sediment stain:			
Whole bottoms, and dusting	09	09	09
Foreparts, and dusting	075	075	075

	Per 12 Pairs		
	Factory No. 1 Pink-Tag Grade	Factories Nos. 1, 3 Blue-Tag Grade	White-Tag Grade
Gumming bottoms:			
All kinds of stains or paints (including No. 40, Factory No. 3):			
Full bottoms and top-pieces . . .	\$0 085	\$0 085	\$0 085
Full bottoms	07	07	07
Foreparts	05625	05625	05625
Shanks (Factory No. 1 only) . . .	065	065	065
No gumming on No. 38 (Factory No. 3 only).			
Natural foreparts or full bottoms . .	075	075	075
Natural full bottoms and top-pieces .	0875	0875	0875
Rolling or polishing black bottoms; waxing and rolling:			
Foreparts (Factory No. 3 only) . . .			058
Foreparts and shanks, all qualities .	14	14	14
Scouring outsoles; stitched-aloft outsoles before making (Factory No. 3 only)			
			0435
Brushing, E finish (waxed foreparts or full bottoms); bottoms and top-pieces not gummed			
	05	05	05
Rolling and faking black shanks, or staining (Factory No. 1 only)			
	0725	0725	0725
Rolling and brushing stained shanks and top-pieces and cleaning slugs			
	1075	1075	1075
Rolling and polishing black or stained shanks with V cut (Factory No. 1 only); used on No. 13 and diamond finishes			
	085	085	085
Staining:			
Shanks with custom C finish:			
Nos. 1 and 2 qualities	055	055	
No. 3 and under (Factory No. 1 only)			0435
Breasts of heels when done separately	01625	01625	01625
Breasts with Oakaline stain	025	025	025
Expediting heels:			
Stoning, waxing, padding, brushing and heelkeying leather and rubber heels, all heights			
	10	10	10
Gumming and ragging, blacking, brushing and heelkeying:			
Heels on rubber-soled shoes:			
Factory No. 1	085	085	085
Factory No. 3 only			085
Heelkeying on unfinished heels, not Expeditied			
	035	035	035
Wheeling:			
Shanks, No. 34 diamond finish; wheeling diamond on cut, through center and across breast (Factory No. 1 only)			
	05	05	05
Breasts	0225	0225	0225
Cut, plain	0225	0225	0225
Sides	0225	0225	0225
Around stitch	075	075	075
Panel shank, one side	03375	03375	03375
Bird's-eye	0225	0225	0225
Scouring or sanding bottoms:			
Pinwheeling and naumkeaging shanks, russet and black			
	135	135	135
Sanding bottoms and naumkeaging shanks, waterproof, russet and black:			
Factory No. 3 only			09

	Per 12 Pairs		
	Factory No. 1 Pink-Tag Grade	Factories Nos. 1, 3 Blue-Tag Grade	White-Tag Grade
Nos. 1 and 2 qualities	\$0 11		
No. 3 and under (Factory No. 1 only)		\$0 105	\$0 105
Sanding bottoms and naumkeaging shanks, elk soles, russet and black:			
Factory No. 1 only	135	135	135
Factory No. 3 only			09
Scouring Skee bottoms (Factory No. 1 only)	16	16	16
Scouring bottoms with rivet shanks; extra over shanks without rivets	035	035	035
Sanding bottoms; shanks not naumkeaged:			
Nos. 1 and 2 qualities	09		
No. 3 and under (Factory No. 1 only)		08	08
Naumkeaging on fine shanks (Factory No. 1 only)	04	04	04
Sandpapering satin-finished bottoms, in- cluding top-pieces	10	10	10
Scouring bottoms on mainspring arch, same as Skee bottoms (Factory No. 1 only)	08		
Bleaching bottoms, including whole bot- toms and top-pieces	0325	0325	0325
(Discontinued on BBL finish in Nos. 1 and 3 factories).			
Scouring heel-breasts once	023	023	023
Scouring and copperasing heels:			
Scouring, copperasing and sizing, three operations, wet once; 1 $\frac{3}{4}$ inches and under	12625	12625	12625
Rubber heels, three papers, wet once; 1 $\frac{3}{4}$ inches and under	14125	14125	14125
Leather heels with rubber tops; same price as rubber heels (Factory No. 1 only).			
Blacking:			
Heels, and randing:			
By hand	01875	01875	01875
By machine	01875	01875	01875
Breasts of heels when done separately	01625	01625	01625
Panel shanks	065	065	065
Staining heels:			
By hand	01875	01875	01875
By machine	01875	01875	01875
Second staining, when Hidelite is used (Factory No. 3 only)			01875
Blacking or staining shanks and breasts	055	055	045
Burnishing shanks:			
Black shanks and wheeling breasts and across shanks (Factory No. 1 only)	105	105	105
Plain cut	0625	0625	0625
Rolling and polishing stained shanks (Factory No. 1)	0725	0725	0725
Rolling, faking and brushing shanks on everything but waterproof and black shanks when forepart is stained (see bottom); (Factory No. 3 only)			0725
Top-pieces:			
Blacking or staining	01625	01625	01625
Sediment stain when done separately	035	035	035
Sediment stain if done with whole bottom	025	025	025
Cutting shanks	0225	0225	0225

	Per 12 Pairs		
	Factory No. 1 Pink-Tag Grade	Factories Nos. 1, 3 Blue-Tag Grade	White-Tag Grade

Rolling and brushing top-pieces and cleaning slugs (Factory No. 3 only)			\$0 02
Rolling and brushing top-pieces and cleaning slugs, black or stained, when done separately	\$0 04	\$0 04	04
Brushing, E finish, bottoms and top-pieces not gummed (waxed foreparts or full bottoms)	0525	0525	0525
Cleaning slugs (Factory No. 3 only)			015
Gumming tops when done separately	02	02	02
Scouring top-pieces	05	05	05
Samples and singles; 1½ price.			

Women's shoes:

Scouring or sanding bottoms:	Per 12 Pairs		
Sanding bottoms and top-pieces, pinwheeling and naumkeaging shanks, russet and black			\$0 175
Sanding bottoms and naumkeaging shanks on elk soles, russet and black			13
Sandpapering satin-finished bottoms, including top-pieces			095
Scouring foreparts, top-pieces, and pinwheeling			13
Scouring foreparts and pinwheeling when rubber top-pieces			1025
Scouring foreparts, top-pieces and pinwheeling when top-pieces are slugged all around			14
Scouring bottoms with prop shank; extra			02
Bleaching bottoms, including whole bottoms and top-pieces (not done on E. B. I. finish)			0325
Blacking bottoms, breasts, shanks and top-pieces			075
Blacking bottoms, breasts, shanks, and dusting			06
Staining bottoms:			
Aniline stain, whole bottoms or foreparts, and dusting			075
Staining and brushing whole bottoms and top-pieces			095
Oakaline stain, No. 38 finish, to heel			08
Sediment stain:			
Whole bottoms and dusting			08
Foreparts and dusting			07
Rubber soles, two operations			115
Gumming bottoms; all kinds of stains and paints:			
Full bottoms and top-pieces			085
Full bottoms			07
Foreparts			05625
Gumming natural foreparts or full bottoms			075
Gumming natural full bottoms and top-pieces			085
Polishing black bottoms, foreparts and shanks			14
Polishing full black bottoms, and top-pieces and cleaning slugs			18
Rolling or polishing stained bottoms; all kinds of stains or paints:			
Foreparts			05625
Foreparts and shanks			135
Full bottoms and top-pieces			165
Polishing stained bottoms, WP shanks:			
With one-half black shank			20
With one-half stained shank			20
Divided as follows:			
Full bottoms	13		
Black shanks or stained shanks	07		
Striping:			
Regular foreparts			02375
Three-fourths around			02875
All around			03375
Faking bottoms:			
Brushing and faking bottoms and top-pieces and brushing heels			0425
Brushing and faking bottoms and top-pieces and brushing heels with rubber tops			035
Burnishing black bottoms			075

Brushing, E finish (wax foreparts or full bottoms) :	Per 12 Pairs
Bottoms and top-pieces not gummed	\$0 0525
Scouring heels, second operation, two papers, no wetting (first operation done in gang room) :	
Straight heels:	
Under 14/8	08
14/8 and over	10
All concave heels	10
Leather Louis heels	16
Heels over 18/8; extra	025
Copperasing and sizing heels by hand	02
Sizing heels by machine	02
Scouring heel breasts:	
One paper	0325
Two papers	0475
Blacking heels by hand or machine	0225
Blacking breasts of heels when done separately	01625
Staining heels by machine	0225
Staining breasts of heels when done separately	01625
Staining breasts with Oakaline stain	025
Spraying white heels by machine, two coats	1575
Expediting heels :	
Straight heels, under 14/8	10
All concave and 14/8 and over	12
Heels over 18/8; extra	025
Leather Louis heels	15
Heelkeying:	
Unfinished heels, not Expedited	035
White shoes, second time, after spraying	035
Scouring heels, first operation, one paper (second operation is done in finishing room) :	
Straight heels:	
Under 14/8	04375
14/8 and over	0625
All concave heels	0625
Leather Louis heels	115
Singles and samples; 1½ price.	
Singles and samples on all operations done by the piece; 1½ price.	
Blacking shanks and top-pieces	06
Blacking shanks and breasts	0475
Burnishing shanks:	
Black shanks and wheeling breasts and across shanks	105
Plain cut	06
Cutting shanks	0225
Naumkeaging shanks:	
Two papers	06
Prop shanks; 1½ price.	
Rolling and polishing black shanks and top-pieces	1075
Rolling and faking black shanks	0725
Rolling and polishing stained shanks	0725
Rolling and brushing stained shanks and top-pieces and cleaning slugs	1075
Rolling and polishing black or stained shanks with V cut (used on No. 13 and diamond finish)	085
Staining shanks:	
Custom C finish	04
Shanks and breasts	0425
Wheeling:	
Shanks, No. 18 finish	035
Breasts	0225
Cut, plain	0225
Sides	0225
Around stitches	075
Bird's-eye	0225
Prop shanks	05
Lining heels before first scouring where a 3 or 4 cutter is used; per 100 pairs, \$0.165	0175

Top-pieces:	Per 12 Pairs
Blacking or staining	\$0 015
Sediment stain when done separately	035
Sediment stain if done with whole bottom	02
Rolling or polishing and brushing top-pieces and cleaning slugs, black or stained, when done separately	035
Brushing, E finish (wax foreparts or full bottoms); bottoms and top-pieces not gummed	055
Gumming tops when done separately	025
Scouring top-pieces when done separately	045
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0324
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	17
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Stripping:	Per 24 Pairs
Foreparts	0475
Three-fourths	0575
Full bottoms	0675
Expediting heels:	
Men's	20
Women's:	
Under 14/8, straight	20
14/8 and over, straight, and all concave	24
Filling in heels	03
Bleaching and brushing:	
Bleaching foreparts or full bottoms	065
Brushing	035
Painting or staining:	
Foreparts	13
Full bottoms	16
Full bottoms and top-pieces	19
Blacking top-pieces	0325
Blacking top-pieces and breasts	045
Blacking:	
Breasts	0325
Shanks, breasts and top-pieces, plain cut	13
Shanks, plain cut	095
Full bottoms, breasts and top-pieces	15
Full bottoms	12
Rolling and brushing bottoms and top-pieces and cleaning slugs, black bottoms	36
Rolling and brushing top-pieces and cleaning slugs	08
Burnishing shanks, plain cut	12
Burnishing black bottoms	15
Wheeling:	
Breasts	045
Cut, plain	045
Sides	045
Around stitches	15
Cutting shanks:	
Plain	045
Fancy	08
Waxing foreparts or full bottoms	105
Blacking heels	0375

	Per 24 Pairs
Bleaching foreparts or full bottoms	\$0 065
Gumming foreparts before painting	045
Gumming full bottoms before painting	0625
Rough-scouring heels, one paper:	
Men's, 1 $\frac{3}{4}$ and under, leather	0875
Men's rubber	1025
Women's:	
Under 14/8, straight	0875
14/8 and over, and all concave	125
Wetting heels	0325
Scouring heels, two papers, 1 $\frac{3}{4}$ inches and under, leather; men's	16
Scouring rubber heels previously rough-scoured	16
Scouring heels, two papers:	
Women's:	
Under 14/8, straight	16
14/8 and over, straight and all concave	20
Scouring top-pieces	10
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring heel-breasts, one paper:	
Men's	046
Women's	065
Two papers, men's	062
Aligning heel-breasts	0325
Scouring heels, three papers, 1 $\frac{3}{4}$ inches and under; and wetting:	
Men's:	
Leather	2525
Rubber	2825
Smoothing heels, one paper:	
Leather	06
Rubber	07
Scouring heels, three papers, and wetting; women's:	
Under 14/8, straight	2525
14/8 and over, straight, and all concave	32
Gumming:	
Full bottoms and top-pieces, previously stained	17
Full bottoms	14
Full natural bottoms and top-pieces	175
Full natural bottoms	15
Natural foreparts	15
Full bottoms with colored gum, one application	22
Full bottoms and top-pieces with colored gum, one application	255
Shanks	13
Polishing:	
Full bottoms and top-pieces	33
Full bottoms	27
Foreparts	1125
Top-pieces and cleaning slugs, faking and brushing shanks	215
Shanks, velvet foreparts	27
Rough-scouring heels:	
On stitched-around; double price.	
On wheeled-around; double price.	
On fudge around; double price.	
On one-half around etc.; double price.	
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and finishers.
(1)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Extra and No. 1 Grades:	Per 24 Pairs
Scouring top-pieces	\$0 10
Scouring bottoms, pinwheel and naumkeag attached	27
Staining, double-brushing and polishing full bottoms and top-pieces:	
Men's	70
Women's	57
No. 34 velvet bottoms and top-pieces	29
Striping:	
Regular	0475
Three-fourths	0575
All around	0675
Black bottoms:	
Men's	525
Women's	40
White ivory top-pieces	13
Wheeling	0825
Breasts	045
Cut	045
Sides	045
Around stitches	15
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shank	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and finishers. (1)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

No. 1 Grade:	Per 24 Pairs
Scouring heels:	
Three papers and wetting	\$0 2525
Rubber	2825
Polishing full bottoms and top-pieces	33
Wheeling	045
Striping full bottoms	0675
Expediting	20
Gumming full bottoms and top-pieces	26
Bleaching foreparts or full bottoms	065
Scouring top-pieces	10
Blacking heels	0375
Staining rands	0325
Scouring heel-breasts, one paper	046
Veneering heels	045
Scouring bottoms	27
Samples and singles; 1 1/2 price.	
Gumming full bottoms and top-pieces, regular gum	17
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34

Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and finishers.
(1)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts, one paper	\$0 046
Scouring heels, two papers:	
Leather	16
Rubber	18
Smoothing heels and sizing, one paper:	
Leather	0925
Rubber	1025
Blackening heels, two operations	065
Expediting	20
Scouring top-pieces, leather	10
Scouring bottoms, pinwheel and naumkeag	27
Cutting shanks:	
Plain	045
L or H cut	07
Gumming foreparts, before painting	055
Gumming full bottoms, before painting	0625
Bleaching:	
Foreparts	065
Full bottoms	065
Top-pieces	029
Gumming:	
Foreparts, natural	15
Full bottoms, natural	15
Full bottoms and top-pieces, natural	175
Staining, double brush:	
Foreparts	24
Full bottoms	29
Full bottoms and top-pieces, one application	32
Fancy bottoms	1452
Painting foreparts	13
Painting full bottoms to heel	16
Blackening full bottoms to heel	12
Blackening top-pieces	0325
Cutting-in top-pieces and scouring	0726
Natural stained breasts	04
Blackening shanks:	
Plain cut	095
L or H cut	11
Breasts and top-pieces, plain cut	13
Breasts and top-pieces, L or H cut	1425
Blackening breasts and top-pieces	045
Striping foreparts	0475
Striping three-fourths	0575
Striping all over	0675
Rolling breasts and faking shanks	145
Polishing:	
Foreparts	1125
Full bottoms	27
Rolling top-pieces and cleaning slugs:	
Leather	08
Rubber	08
Wheeling:	
No. 1 breasts	045
No. 2 breasts and plain cut	09
No. 2 breasts and L or H cut	11
No. 5 and No. 6, wheeling around stitches	15

Samples and singles; 1½ price.

Orthopedic heels; regular price, except as follows:

Scouring heel-breasts:

One paper \$0 0648

Machine with two rolls, handled once; 1 1/3 price.

Freeman machine, handled twice; double price.

Scouring bottoms, pinwheel and naumkeag attached, rivet shanks 34

Employees receiving \$30 or less; no change. Per Week

Employees receiving \$35 \$33 00

Employees receiving \$33 31 50

Employees receiving \$31.50 30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and finishers.
(1)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heel-breast scouring, one paper	\$0 046
Heel-breast scouring, one paper, women's	065
Heel-breast gumming	035
Heel-scouring, two papers:	
Leather	16
Rubber	18
Heel-scouring, one paper:	
Women's:	
Under 14/8, straight	0875
14/8 and over, straight, and all concave	125
Smoothing heels, two papers:	
Leather	11
Rubber	13
Women's:	
Under 14/8, straight, and all concave	15
14/8 and over, straight, and all concave	18
Smoothing heels, one paper:	
Men's:	
Leather	06
Rubber	07
Blacking heels	0375
Rolling, brushing and heelkeying; women's:	
Under 14/8, straight	20
14/8 and over, straight, and all concave	24
Top-piece scouring	10
Bottom scouring	27
Striping:	
Foreparts	0475
Three-fourths around	0575
All around	0675
Blacking shanks	095
Blacking top-pieces	0325
Rolling and faking shanks and top-pieces and cleaning slugs	215
Rolling and faking natural shanks	12
Rolling and faking top-pieces	06
Polishing foreparts	1125
Rolling and polishing full bottoms	27
Rolling and polishing full bottoms and top-pieces	33
Gumming:	
Foreparts, No. 3 or No. 4	1125
Whole bottoms and top-pieces, No. 24 finish	17
Whole bottoms and top-pieces, No. 17 finish, peg	17
Gumming and wetting down, brown throughout	35
Gumming on No. 17 finish, no top-piece	14
Top-pieces	04
Cutting shanks	045

Wetting down:		Per 24 Pairs
White or brown bottoms		\$0 13
All brown bottoms and No. 17, not stamped, peg		16
No. 4 white		16
Brown throughout and No. 17 stamped, peg		19
Rolling and faking black bottoms and top-pieces and cleaning slugs		36
Wheeling sides and breasts and around stitches		16
Wheeling breasts and shanks		09
Blacking:		
Whole bottoms		12
Whole bottoms, breasts and top-pieces		15
Gumming whole bottoms, natural, on No. 24 or No. 20 finish		15
Samples and singles; 1½ price.		
Orthopedic heels; regular price, except as follows:		
Scouring heel-breasts:		
One paper		0648
Machine with two rolls, handled once; 1 1/3 price.		
Freeman machine, handled twice; double price.		
Scouring bottoms, pinwheel and naumkeag attached rivet shanks		34
Employees receiving \$30 or less; no change.		Per Week
Employees receiving \$35		\$33 00
Employees receiving \$33		31 50
Employees receiving \$31.50		30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

Scouring heel-breasts:		Per 24 Pairs
One paper, black		\$0 046
Two papers, red		062
Scouring heels, three papers, and wetting:		
Leather		2525
Rubber		2825
Blacking heels		0375
Expediting heels		20
Scouring top-pieces (naumkeag)		10
Scouring bottoms		27
Staining bottoms and top-pieces		19
Gumming bottoms and top-pieces		17
Staining full bottoms		16
Gumming full bottoms		14
Waxing to a polish		185
Bleaching		065
Polishing:		
Full bottoms		27
Full bottoms and top-pieces		33
Brushing rubber top-pieces		07
Gumming natural foreparts		15
Polishing natural foreparts		1125
Polishing shanks		145
Polishing black bottoms		28
Polishing black bottoms and top-pieces and cleaning slugs		36
Staining rand on colored shoes		0325
Blacking bottoms, top-pieces and breasts		15
Blacking bottoms		12
Blacking top-lifts		0325
Samples and singles; 1½ price.		
Orthopedic heels; regular price, except as follows:		
Scouring heel-breasts:		
One paper		0648
Machine with two rolls, handled once; 1 1/3 price.		
Freeman machine, handled twice; double price.		
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks		34

Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

	Per Week
Scouring or Expediting heels	\$31 50
Scouring bottoms and naumkeaging	31 50
Scouring top-pieces	31 50
Staining, gumming, polishing or wheeling	31 50

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

Scouring:	Per 24 Pairs
Breasts, one paper	\$0 0425
Heels, two papers	17
Blacking heels and rands	0375
Expediting heels	19
Scouring bottoms	24
Cutting shanks	0425
Bleaching foreparts	0625
Gumming foreparts	1075
Blacking shanks and breasts	09
Painting foreparts	105
Wax-brushing foreparts or full bottoms	105
Rolling and polishing foreparts and shanks	23
Wheeling:	
Cut and breasts	0825
Breasts	0425
Bleaching bottoms	0625
Gumming bottoms	11
Painting bottoms	145
Blacking or staining breasts	03

Orthopedic heels; regular price, except as follows:

Scouring heel-breasts:

One paper 0648

Machine with two rolls, handled once; 1 1/3 price.

Freeman machine, handled twice; double price.

Scouring bottoms, pinwheel and naumkeag attached, rivet shanks . 34

Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Polishing foreparts	Per 24 Pairs
Scouring:	\$0 1125
Heel-breasts, one paper	046
Leather heels, two papers, 1 1/4 inches and under	16
Rubber heels	18
Blacking or staining heels	0375
Padding, brushing and keying heels	165

	Per 24 Pairs
Scouring top-pieces	\$0 10
Scouring bottoms, pinwheel and naumkeag attached	27
Bleaching bottoms or foreparts	065
Painting bottoms (paint or stain)	16
Gumming bottoms (painted or stained)	14
Gumming (natural or gum) bottoms	15
Blacking bottoms	12
Polishing black bottoms	28
Faking black bottoms and top-pieces	10
Brushing black bottoms	105
Rolling and brushing black top-pieces and cleaning slugs	08
Polishing, stained or painted bottoms	27
Wheeling breasts of heels	045
Painting full bottoms and top-pieces (paint or stain)	19
Gumming full bottoms and top-pieces (painted or stained)	17
Polishing full bottoms and top-pieces	33
Blacking bottoms and top-pieces	15
Gumming (natural or gum) bottoms and top-pieces	175
Wetting heels	0325
Staining rands	035
Expediting heels	20
Gumming full bottoms, colored gum; one application	22
Gumming full bottoms, gum stain; double brush	29
Striping bottoms:	
Full bottoms	0675
Three-fourths	0575
Wheeling breasts	045
Wheeling foreparts	045
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton and finishers.
(1)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Heel-scouring, regular	\$0 263
Wetting heels	0325
Top-lift scouring, regular	13
Bottom scouring, regular	283
Heel-breast scouring, two papers	095
Scouring orthopedic heels	34
Scouring orthopedic top-pieces	1725
Rivet shanks, bottom scouring	35
Expediting heels, regular	24
Orthopedic heels	32
Cutting shanks:	
Plain cut	043
Fancy cut, No. 1, No. 2	088
Double-brush staining on Nos. 5, 6, 7 and 14:	
Full bottoms	32
Foreparts	265
Full bottoms, single brush on top-pieces	375

		Per 24 Pairs
Staining and bleaching:		
Russet shanks, breasts and top-pieces		\$0 135
Breasts		065
Top-pieces		04
Breasts on rubber top-lifts		0525
Stripping:		
Top-pieces		058
Bottoms		06
Blacking:		
Top-lifts		04
Shanks, breasts and top-lifts, plain cut		13
Shanks, breasts and top-lifts, fancy cut		17
Bottoms, breasts and top-lifts, and dusting		15
Heels and filling		035
Heels and rands		0675
Shanks and breasts and top-pieces on orthopedic heels		1425
Gumming:		
Full bottoms		18
Full bottoms and top-pieces		223
Foreparts		1575
No. 10 finish		1575
Top-lifts		0625
Long bottoms and top-lifts, double handling		28
Rolling, polishing and brushing black shanks and top-lifts, padding breasts and cleaning slugs		
		26
Full black bottoms and top-pieces, padding breasts and cleaning slugs		
And rivets on arch support		46
		68
Black shanks and black top-pieces, padding breasts and cleaning slugs and rivets on arch supports		
		38
Top-pieces		0675
Top-pieces, cleaning slugs		0825
Shanks, padding breasts		18
Foreparts; rolling, brushing and yarn-brushing		16
On Nos. 5, 6, 7, 9 and 14, full bottoms with top-lifts		40
On Nos. 5, 6, 7, 9 and 14, full bottoms without top-pieces		33
Brushing viscol bottoms		0825
Waxing and brushing full bottoms on dull finish and padding breasts		12
Waxing and brushing rubber bottoms and top-lifts		17
No. 10 grain finish:		
Scraping edges by hand (sandpaper)		131
Polishing full bottoms, black top-lifts		289
Polishing full bottoms including russet top-lifts		355
Wheeling:		
Breast		0525
Breast and side		0825
Breast and sides		11
Side		0525
Cut and breast		095
Cut, breast and side		11
Cut, breast and sides		14
Breast, fancy cut, and side and bird's-eyeing		22
French, breast and bird's-eyeing		275
"S" cut, breast and side		14
"S" cut, breast and sides		1675
Bird's-eyeing and wheeling breast on viscol		0825
Velvet finish; steel wool or hand sandpaper on sole, dust removed by power brush, nap worked up with palm		
		262
Samples and singles; 1½ price.		
Employees receiving \$30 or less; no change.	Per Week	
Employees receiving \$35		\$33 00
Employees receiving \$33		31 50
Employees receiving \$31.50		30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Men's shoes:

Scouring breasts:	Per 24 Pairs
Two papers	\$0 062
One paper	046
Rough-scouring heels, one paper:	
Leather	0875
Rubber	1025
Scouring heels under 14/8, two papers, and wetting:	
Leather	1925
Rubber	1925
Expediting heels	20
Filling holes	03
Scouring top-lifts	10
Scouring bottoms, pinwheel and naumkeag attached	27
Cleaning bottoms, natural finish	20
Waxing bottoms	105
Gumming bottoms:	
Natural finish:	
Leather heels	17
Rubber heels	15
Stain finish:	
Leather heels	26
Rubber heels	22
Striping:	
Foreparts	0475
Three-quarters	0575
All around	0675
Bleaching bottoms and top-lifts	07
Staining bottoms and top-lifts	19
Staining breasts	0325
Painting bottoms and top-lifts (full bottoms)	19
Bleaching bottoms	065
Painting bottoms	16
Staining bottoms	16
Polishing bottoms and top-lifts; rolling, polishing and brushing	33
Polishing bottoms	27

Women's shoes:

Scouring breasts:	
Two papers	095
One paper	065
Scouring heels, three papers, wetting once:	
Under 14/8, straight	2525
14/8 and over, straight, and all concave	32
Expediting:	
Under 14/8, straight	20
14/8 and over, straight, and all concave	24
Wheeling	045
Orthopedic heels; regular price except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and finishers.
(1)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Men's shoes:		Per 24 Pairs
Scouring heel-breasts		\$0 046
Two papers		062
Aligning heel-breasts:		
Under 14/8		0325
14/8 and over		0425
Blacking heels		0375
Gumming:		
Painted foreparts		13
Painted whole bottoms		16
Bottoms and top-lifts		19
Bottoms		16
Foreparts		15
Stained foreparts		1125
Stained whole bottoms		14
Stained shanks and top-lifts		17
Stained top-lifts		04
Natural-finish foreparts		15
Natural-finish whole bottoms		15
Natural-finish whole bottoms and top-lifts		175
Natural-finish top-lifts		04
Center stripe		075
Stained shanks		12
Stained whole bottoms and top-lifts		19
Painting:		
Foreparts		13
Whole bottoms		16
Bottoms and top-lifts		19
Center stripe		07
Staining:		
Foreparts		13
Whole bottoms		16
Whole bottoms and top-lifts		19
Whole bottoms and shanks, two colors, and top-lifts		21
Top-lifts		0325
Bottoms with center stripe		135
Top-lifts and shanks		13
Shanks		095
Polishing:		
Stained foreparts		1125
Stained whole bottoms		27
Stained whole bottoms and top-lifts		33
Stained top-lifts		04
Stained top-lifts and shanks		215
Stained shanks		15
Wheeling by hand:		
Cut and breast		09
Bottoms		14
Blacking:		
Bottoms, top-lifts and heel-breasts		15
Shanks, heel-breasts and top-lifts		13
Top-lifts		0325
Top-lifts and heel-breasts		045
Top-lifts and heel-breasts and center stripe		105
Red-edge bottoms and top-lifts		105
Shanks and breasts		095
Heel-breasts		0325
Scraping and cleaning slugs		029
Faking:		
Black bottoms and top-lifts		105
Black shanks and top-lifts		0725
Top-lifts		029
Shanks		0435
Black shanks on velvet or custom bottoms		0654
Center stripe		1452
Black bottoms, center stripe		1597
Black bottoms, red edges		1306
Wetting heels		0325

Scouring:	Per 24 Pairs
Heels, two papers, 1½ inches and under	\$0 16
Rubber heels	18
Rubber heels, whole rubber or spring, one paper	14
Top-pieces	10
Bottoms, pinwheel and naumkeag attached	27
Stoning, brushing and keying heels	165
Expediting heels	20
Cutting shanks	045
Rolling and brushing top-lifts	04
Brushing:	
Black bottoms	1125
Shanks	095
Center stripe, black bottoms	1452
Black bottoms, red bevel edges	1306
Striping:	
Foreparts	0475
Three-fourths	0575
All around sole	0675
Top-lifts	035
Samples; 1½ price.	
Women's shoes:	
Heel finishing; straight heels under 14/8 in height; same price as for men's work.	
Scouring heel-breasts; 14/8 and over and all concave:	
One paper	065
Two papers	095
Scouring heels; 14/8 and over and all concave:	
Three papers, wetting once	32
Two papers	2325
Blackening or staining heels; 14/8 and over and all concave	045
Expediting heels; 14/8 and over and all concave	24
Samples; 1½ price.	
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company, Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Men's shoes:	Per 24 Pairs
Heel-breast scouring; two papers	\$0 062
Gumming and polishing breast of heel	055
Gumming and polishing breast of heel, Anatomic	0825
Heel scouring, two papers	16
Glazing:	
Leather	06
Rubber	07
Heel blacking	0375
Staining russet heels	0375
Expediting	20
Top-lift scouring	10
Scouring bottoms	27
Scouring bottoms, moulded shanks	34
Gumming:	
Stained foreparts	1125
Bottoms, natural finish	15
Stained full bottoms	14

	Per 24 Pairs
Top-lifts with bottom	\$0 025
Top-lifts separately	04
Staining or blacking:	
Shanks, top-lifts and breasts	13
Top-lifts	0325
Bottom, top-lift and breast of heel	15
Polishing top-lifts and cleaning slugs	08
Stripping:	
Foreparts	0475
Three-fourths	0575
All around	0675
Burnishing:	
Shanks	12
All over	15
Wheeling:	
Shank breast	045
Shank breast and forepart of shank	09
Polishing:	
Foreparts	1125
Full stained bottoms	27
Brushing shanks	065
Gumming and polishing breast of heel	0525
Bleaching bottoms (used on No. 158 finish)	065
Staining and striking off on power brush, foreparts	13
Staining:	
Full bottoms	16
Full bottoms and top-lifts	19
Wetting in heels	0325
Scouring rubber heels, whole or part rubber, two papers, 1½ inches and under; previously rough-scoured	16
Smoothing rubber heels, one paper, 1½ inches and under	07
Gumming:	
Full bottoms and top-lifts	17
Natural bottoms and top-lifts	175
Rough-scouring heels:	
Leather	0875
Rubber	1025
Aligning heel-breasts	0325
Singles and samples; 1½ price.	
Women's shoes:	
Scouring heel-breasts:	
One paper	065
Two papers	095
Blacking or staining heels	0425
Scouring heels, three papers, wetting once:	
Under 14/8, straight	2525
14/8 and over, straight, or concave	32
Expediting heels:	
Under 14/8	20
14/8 and over, straight, or concave	24
Scouring and Expediting any heels over 18/8; extra	05
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and finishers.

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel-breasts	\$0 046
Scouring heels, two papers	18
Blacking heels	0375
Expediting, rolling, brushing, waxing and heelkeying	20
Padding heels, brushing and heelkeying	165
Bottom scouring	27
Bleaching soles	065
Gumming full bottoms	15
Rolling and polishing full bottoms	27
Rolling, polishing and staining full bottoms and top-lifts	33
Rolling and polishing full black bottoms	28
Rolling and polishing top-lifts	08
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

FEBRUARY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and finishers. (1)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Men's shoes:

Scouring heels, three papers, and wetting:	Per 24 Pairs
Leather	\$0 2525
Rubber	2825
Expediting	20
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring top-lifts	10

Women's shoes:

Scouring heels, three papers, and wetting:	
Under 14/8, straight	2525
14/8 and over, straight, and all concave	32
Expediting:	
Under 14/8, straight	20
14/8 and over, straight, and all concave	24
Scouring foreparts and top-lifts and pinwheeling	27
Gumming:	
Full bottoms and top-lifts	17
Full bottoms	14
Foreparts	1125
Polishing:	
Full bottoms and top-lifts	33
Full bottoms	27
Foreparts	1125
Striping:	
Full bottoms	0675
Three-fourths	0575
Foreparts	0475
Rolling and polishing shanks and top-lifts and cleaning slugs	215
Blacking:	
Bottoms and top-lifts	15
Shanks	095
Top-lifts	0325
Polishing black bottoms and top-lifts	36

Wheeling:	Per 24 Pairs
Breasts	\$0 045
Breasts and cut	09
Panel and bird's-eyeing	30
Samples and singles; 1½ price.	
Orthopedic heels; regular price, except as follows:	
Scouring heel-breasts:	
One paper	0648
Machine with two rolls, handled once; 1 1/3 price.	
Freeman machine, handled twice; double price.	
Scouring bottoms, pinwheel and naumkeag attached, rivet shanks .	34
Employees receiving \$30 or less; no change.	Per Week
Employees receiving \$35	\$33 00
Employees receiving \$33	31 50
Employees receiving \$31.50	30 00

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (27)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed:

Side lasting, welt or McKay work:	Per 12 Pairs
Including four spindlings	\$0 23
Tacking counters, separate shift; no extra.	
Long right and left counters; extra	02
Pulling linings by hand pincers; no extra.	
Tacking counters separately; extra	02

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and employees. (42)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed:

Edgesetting, McKay work:	
One setting:	Per 12 Pairs
Regular work	\$0 16
Regular work, heels attached	16
Regular work, not heeled	16
High boot or 11-inch boot	20
Second setting, regular work; extra	06
Satin, light russet or suede, not covered; no extra.	
Operating bed machine:	
Plain toe with box	31
High boot with tip	34
Heeling, Model B machine with new attachment; base and rubber top	10
Cutting department; cutting elk leather, base price.	

By agreement of the parties the decision as to edgesetting, second setting, shall take effect as of the date of beginning the work.

HUCKINS & TEMPLE, INC. — MILFORD.

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and finishers. (3)

The Board awards that there shall be a reduction of 5% in the piece prices for bottom-scouring in the factory of Huckins & Temple, Inc., at Milford.

G. W. HERRICK SHOE COMPANY — LYNN.

FEBRUARY 17, 1925.

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company of Lynn and employees. (59)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0 095 per 12 pairs shall be paid by the G. W. Herrick Shoe Company at Lynn for leveling turned shoes, double-roll machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHARLES A. EATON COMPANY — BROCKTON.

FEBRUARY 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (291)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Vamping pattern No. 4053; extra over regular circular-vamp price:	Per 24 Pairs
One-needle machine, two rows	\$0 1452
Two-needle machine, two rows	10
Holding back linings; extra	116

WALL, DOYLE & DALY, INC. — BROCKTON.

FEBRUARY 18, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vampers. (251-253)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Vamping:	
Pattern No. 28, circular vamp:	Per 24 Pairs
One-needle machine, two rows	\$0 7188
Two-needle machine, two rows	5189
Extra over price of regular circular vamp:	
Pattern No. 24:	
One-needle machine, two rows	1742
Two-needle machine, two rows	1452
Pattern No. 34, College bal.:	
One-needle machine, two rows	1742
Two-needle machine, two rows	1452

By agreement of the parties the decision as to pattern No. 34, College bal., shall take effect as of the date of beginning the work.

BORKUM & GLOTT SHOE COMPANY — LYNN.

FEBRUARY 19, 1925.

In the matter of the joint applications for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (78, 79)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Pump stitching, pattern No. 135	Per 36 Pairs
Vamping, pattern No. 135	\$1 68
	90

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

FEBRUARY 19, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (45)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Patterns Nos. 16140 and 16141, Persian:	
Stitching held-on vamp collar with three points:	Per 36 Pairs
First row including points	\$1 27
Second row including points	635
Stitching held-on hook foxing with points:	
First row including points	96
Second row including points	48

Stitching design on quarter, pattern No. 12271-1, Tudor :	Per 36 Pairs
Foxing	\$0 36
Points	90
Stops	12
Stitching imitation row on Tudor vamp, including points	1 21
Stitching three rows on circular vamp, pattern No. 12 x 60, Alhambra	1 29

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS — LYNN.

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between A. Fisher & Son, Inc., G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Merrill, Porter & Co. and Charles O. Timson Shoe Company, of Lynn, and skivers. (319)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Skiving:	Per 36 Pairs
Everett:	
Quarters	\$0 09
Vamps	075
Tops	075
Opera:	
Vamps	105
Quarters	09
Romeo, Juliet or Columbia; quarters or vamps	15
Faust:	
Vamps	21
Quarters	15
Cavalier:	
Fronts	18
Collars	09
Prince Albert:	
Vamps	18
Quarters	09

SHOE MANUFACTURERS — BROCKTON.

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

	Per 24 Pairs
Stapling	\$0 0726
Pulling tacks by machine before welting	09
Trimming toes and sides by machine before welting	0871
Pulling anchor tacks and toe wire	05
Trimming inseams by machine	11
Butting welts and tacking joint by machine	0475
Beating out welts	07
Pulling inside tacks by machine	0575
Tacking shanks by machine	065
Filling bottoms	07
Cementing soles and bottoms	07
Tacking heel lifts, three tacks	09
Nailing heel lifts	07
Wetting and laying soles	11
Nailing heelseats	07
Trimming heelseats	05
Turning up channels	05
Randing foreparts	058
Cementing channels	045
Wetting channels	026
Turning down channels	05
Fudge wheeling, first operation	10

	Per 24 Pairs
Pricking stitches	\$0 125
Leveling, Automatic machine	13
Sorting shoes	028
Cementing leather bases	027
Cementing rubber lifts	027
Jointing	13
Fudge wheeling, second operation	0726
Pulling lasts	10
Picking and returning lasts	1161
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton for the work as there performed:

	Per 24 Pairs
Tack-pulling and re-setting, including trimming toes and sides	\$0 24
Trimming inseams by machine	11
Knocking out tacks after welting and removing toe wires	07
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts and tacking butts by machine	0475
Tacking in steel shanks with leatherboard	11616
Tacking in steel shanks without leatherboard	065
Tacking in heavy steel shanks	20
Beating welts	08
Bottom filling	08
Bottom filling including shank	12
Sole laying	14
Sole laying and tacking on heel lifts	21
Nailing and trimming heelseats	12
Separating stitches	125
First wheeling of stitches	10
Second wheeling or burnishing	0726
Automatic leveling	13
Nailing rubber heels:	
Six holes	20
Eight holes	24
Jointing by machine	13
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Pulling toe wire tacks	\$0 05
Trimming seams	11
Butting welts and tacking by machine	0475
Beating welts	07
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Shanking	065
Filling bottoms	07
Pulling tacks by machine	09
Stapling	0726
Trimming toes by machine	065
Nailing heelseats	07
Trimming heelseats	05

	Per 24 Pairs
Turning up channels	\$0 05
Turning or rubbing down channels	05
Cementing bottoms	035
Leveling	13
Fudging	10
Stitch pricking	125
Burnishing	0726
Jointing	13
Cementing rubber bases; cementing rubber heels; placing, nailing and setting nails:	
Six nails	374
Eight nails	414
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Men's shoes:

Stapling:	Per 24 Pairs
Sides only	\$0 0726
Both sides and around toe	0828
Pulling tacks:	
By hand and re-setting	15068
By hand, no re-setting	13068
By machine	09
Trimming toes:	
By hand	0726
By machine	065
Pulling side tacks and toe wires	0678
Pulling toe wires and post tacks	05
Trimming seams:	
By hand	135
By machine	11
Beating welts	07
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts by hand	058
Butting welts and tacking, U. S. M. machine	0475
Filling bottoms	07
Tacking shanks	065
Cementing soles	035
Cementing bottoms	035
Laying soles	14
Nailing heelseats	07
Trimming heelseats	05
Stitch separating:	
No wheel pricking	125
Wheeling	10
Smoothing ribbon stitch on Goodyear indenting machine	058
Opening channels	05
Cementing channels	045
Turning down channels	05
Leveling:	
Regular automatic machine	13
Moulded, Acme machine	28
Regular, Acme machine	19
Double clinch not to exceed four nails on inside shank	05
Heel jointing:	
By hand	203
By machine	13
Burnishing stitches, Booth machine	0726

Per 24 Pairs

Pulling lasts	\$0 10
Picking lasts	095
Women's shoes:	
Leveling; Goodyear turned-welt or Acme machine, including necessary pounding	20
Samples and singles; 1½ price.	
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Per 24 Pairs

Pulling tacks	\$0 1161
Trimming toes	065
Pulling side tacks and toe wires	0678
Butting welts	058
Trimming seams by machine	11
Beating out welts	07
Reinforcing shanks	07
Tacking butts	045
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Tacking shanks and filling bottoms	135
Cementing bottoms	035
Laying soles	11
Nailing seats	07
Turning up channels	05
Cementing channels, rubbing down channels	095
Fudging, first operation	10
Fudge finishing	0726
Stitch separating	125
Trimming heelseats	05
Leveling	13
Double leveling	26
Jointing	13
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Stapling:

Men's:

Per 24 Pairs

Regular \$0 0726

C grade 0726

Women's:

Including around toe 0828

C grade 07

C grade, including around toe 0802

Picking lasts, all grades 0922

Pulling tacks, all grades 09

Trimming toes:

Men's or women's 065

C grade, men's 065

C grade, women's 06

Pulling anchor tacks, men's, C grade 0678

		Per 24 Pairs
Trimming seams:		
Men's or women's		\$0 11
C grade, men's		11
C grade, women's		1044
Welt butting and tacking by machine, all grades		0475
Knocking out innersole tacks; men's or women's:		
By hand; all grades		0628
By machine; all grades		0575
Beating welts:		
Men's or women's		07
C grade, men's		07
C grade, women's		0653
Shanking:		
Men's, all grades		065
Women's		0726
Women's, C grade		065
Filling bottoms; men's or women's, all grades		07
Cementing bottoms; men's or women's, all grades		035
Laying soles:		
Women's		14
Women's, C grade		11
Men's, all grades		11
Laying doublers, women's		14
Nailing heelseats; men's or women's, all grades		07
Rounding heelseats, except those stitched around heel; men's or women's, all grades		05
Turning up channels:		
Women's		0653
Men's		05
C grade		05
Cementing channels; men's or women's, all grades		045
Turning down channels; men's or women's, all grades		05
Wheeling, first operation; men's or women's, all grades		10
Separating stitches:		
Men's		125
C grade		125
Leveling, Automatic machine:		
Women's		16
Men's		13
C grade		11
Jointing:		
By hand, women's		20
By machine:		
Men's		13
C grade		13
Rolled edges, all (and rolled heel, one-half rolled heel and to heel); rolled to heel only:		
Women's, by hand		30
Women's, C grade, by machine		17
Women's, C grade, by hand		26
Tacking rand lifts by machine, men's		08
Cork and storm welts; regular price.		
Week work; no change.		

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes:		Per 24 Pairs
Picking lasts, all grades		\$0 0871
Chalking, all grades:		
Toes		0168
Heels and toes		03
Trimming vamp toes:		

	Per 24 Pairs
By machine:	
Extra and Nos. 1 and 2 grades	\$0 065
No. 3 grade	058
All around, extra grade	10
By hand, extra grade	125
Pulling tacks and re-setting:	
Extra grade	1597
No. 1 grade	1506
Pulling tacks and not re-setting:	
Nos. 1 and 2 grades	13068
No. 3 grade	0871
Pulling tacks and re-setting when shoes are covered (slip to have foreman's O. K.); all grades	1597
Pulling tacks by machine, including side tacks, and removing toe wires when necessary; all grades	09
Stapling, all grades:	
Sides	0726
Sides and around toe	0828
Pulling innersole tacks by machine except when coupon is marked L	0575
Trimming inseams by hand, including pulling side tacks, removing toe wires, knocking out innersole tacks and butting welts (slip to have foreman's O. K.); extra and Nos. 1 and 2 grades	32
Trimming inseams by machine:	
Extra and Nos. 1 and 2 grades	11
No. 3 grade	0871
Pulling side and innersole tacks and removing toe wires, by hand:	
Extra and Nos. 1 and 2 grades	1307
No. 3 grade	1161
Butting welts:	
By machine; extra and Nos. 1 and 2 grades	0475
By hand; extra and Nos. 1 and 2 grades	058
No. 3 grade	0435
Beating welts:	
Extra and Nos. 1 and 2 grades	07
No. 3 grade	058
Shanking and tacking butt of welt:	
Extra grade	1234
Nos. 1 and 2 grades	11
No. 3 grade	1016
Shanking, no butt tacking:	
Extra grade	0784
Nos. 1 and 2 grades	065
Cementing welts or bottoms:	
Extra and Nos. 1 and 2 grades	035
No. 3 grade	029
Filling bottoms, Besto or Keeno:	
Extra and No. 1 grades	08
No. 2 grade	07
No. 3 grade	058
Filling bottoms to heel (operator to take filling and shanking coupons); price and one-half of filling forepart.	
Reducing welts in shanks; all grades	0435
Laying soles:	
Extra grade	17
Nos. 1 and 2 grades	14
No. 3 grade	1016
Samples; 1½ price.	
Nailing heelseats; all grades	07
Turning up channels:	
Extra grade	058
Nos. 1 and 2 grades	05
No. 3 grade	0435
Trimming heelseats:	
Extra and Nos. 1 and 2 grades	05
No. 3 grade	0435
Randing foreparts:	
Extra and No. 1 grades	058
Nos. 2 and 3 grades	0435

Cementing channels:	Per 24 Pairs
Extra and Nos. 1 and 2 grades	\$0 045
No. 3 grade	029
Turning down channels:	
Extra and Nos. 1 and 2 grades	05
No. 3 grade	029
Wheeling, first operation:	
Extra grade	11
Nos. 1 and 2 grades	10
No. 3 grade	0652
Leveling, automatic machine:	
Extra grade	1452
Nos. 1 and 2 grades	13
No. 3 grade	0871
Leveling, new method, automatic machine; including pounding, lining up, breaking inside and outside shanks by hand when shoe is off machine and straightening shoe across breast by hand:	
Regular, English or square shanks	24
Single pairs	24
Re-leveling foreparts on Acme Goodyear turned-welt machine; in- cluding lining up and all necessary hand pounding	16
Leveling Cottage shanks and Lollipops	28
Leveling English welt, straightening welt by hand; extra	0726
Rubber heel operations:	
Scouring heel-lifts	06
Applying naphtha to heel	01
Cementing base of heel	027
Cementing sole at heel	027
Tacking heel lifts for rubber-soled shoes	14
Hand heeling, rubber heels, whole or part rubber:	
Placing	12
Nailing and setting nails	20
Nailing and setting, eight-nail heels	24
Stitch separating:	
H. S. stitch	17
Extra and No. 1 grades	14
No. 2 grade	125
No. 3 grade	0871
Jointing by hand:	
Extra and No. 1 grades	2323
No. 2 grade	20
No. 3 grade	1887
Jointing by machine:	
Extra and Nos. 1 and 2 grades	13
No. 3 grade	1161
Wheeling, second time:	
Extra and Nos. 1 and 2 grades	0726
No. 3 grade	058
Pulling lasts, by hand or machine:	
Extra and Nos. 1 and 2 grades	10
No. 3 grade	0799
Women's shoes:	
Picking lasts, all grades	0726
Trimming toes and vamps by hand, pulling tacks before welting and re-setting by hand; not less than two tacks to a side:	
Extra and No. 1 grades	2813
No. 2 grade	2523
No. 3 grade	2332
When whole cloth covers are used; all grades, extra	058
Trimming toes by machine; all grades	065
Stapling; all grades	0726
Pulling side tacks and toe wires and trimming inseams by hand; all grades	3028
Trimming seams by machine, including extra hand knifing when necessary:	
Extra and Nos. 1 and 2 grades	11
No. 3 grade	10
Removing side tacks and toe wires; all grades	0678

	Per 24 Pairs
Removing innersole tacks by hand; all grades	\$0 0628
Removing innersole tacks by machine; all grades	0575
Butting welts; all grades	058
Beating welts:	
Extra and Nos. 1 and 2 grades	07
No. 3 grade	058
Shanking and tacking butt of welt:	
Extra grade	1234
Nos. 1 and 2 grades	1052
No. 3 grade	1016
Bottom filling:	
Extra and No. 1 grades	08
Nos. 2 and 3 grades	07
Bottom filling to heel:	
Extra and No. 1 grades	12
No. 2 grade	11
No. 3 grade	105
Laying soles:	
Extra and No. 1 grades	14
Nos. 2 and 3 grades	11
Laying soles, Wilson process; $1\frac{1}{2}$ price (based on regular work).	
Samples and singles, all grades; $1\frac{1}{2}$ price.	
Cementing bottoms, including samples; all grades	0528
Nailing heelseats; all grades	07
Opening up channels; all grades	0594
Reducing shanks; all grades	06
Pounding shanks; all grades	07
Rubbing shanks; all grades	06
Cementing channels; all grades	045
Turning down channels; all grades	06
Randing foreparts:	
Extra and Nos. 1 and 2 grades	058
No. 3 grade	0435
Trimming heelseats:	
Extra and Nos. 1 and 2 grades	05
No. 3 grade	0435
Filling heelseats; all grades	07
Wheeling, first time:	
Extra and Nos. 1 and 2 grades	0871
No. 3 grade	0726
Separating stitches:	
Extra and No. 1 grades	14
No. 2 grade	125
No. 3 grade	0871
Leveling:	
Acme or United turn machine; all grades	19
Automatic machine; all grades	16
Cottage shanks; all grades	24
Re-leveling foreparts; all grades	1056
Rubber heel operations:	
Scouring heel lifts	06
Applying naphtha to heels	01
Cementing heels	027
Cementing sole at heel	027
Tacking lifts, rubber-soled shoes	14
Placing whole- or part-rubber heels by hand	12
Nailing and setting nails in rubber heels by hand	20
Covering wood heels; per pair, \$0.06.	
Attaching wood heels by hand, Cuban, Louis and military; per pair, \$0.1578.	
Attaching wood heels by hand with flap, including nailing; per pair, \$0.3696.	
Knifing Louis heel-breasts; all grades	0871
Second wheeling:	
Extra and No. 1 grades	0726
Nos. 2 and 3 grades	066

Jointing by hand:	Per 24 Pairs
Extra and Nos. 1 and 2 grades	\$0 20
No. 3 grade	1887
Samples and singles; all grades, 1½ price.	
Jointing by machine; all grades	13
Pulling tacks and re-setting:	
Extra grade	1597
No. 1 grade	1506
Pulling tacks before welting, by hand; Nos. 2 and 3 grades	1307
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Stapling:	Per 24 Pairs
Sides and toe	\$0 0828
Sides	0726
Stab shanks (Eaton-Little)	10
Trimming toes	065
Pulling tacks by hand	13068
Pulling tacks and toe wires, by machine	09
Pulling toe wires	05
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts	058
Trimming seams:	
By machine	11
By hand	135
Pulling toe wires	\$0 05
Trimming soles and heel seams	36
Knocking tacks	0628
	4728
Turn fitted, reverse welt; including toe wire and side tacks, trimming seams, butting welt, pulling in, fitting and tacking butts and beating out welts by hand	2 40
Beating welts	07
Butting welts and tacking butts by machine	0475
Tacking butts by hand	045
Shanking	065
Shanking, Crawford shank	095
Filling bottoms	07
Filling bottoms to heelseats, shoes with rivet shanks	11
Filling bottoms and heelseats, shoes welted around heel	095
Tacking on lifts (heelpods), including cementing butts and lifts	12
Cementing bottoms (including Eaton-Brewster)	035
Cementing heelseats (including Eaton-Brewster)	035
Laying soles	11
Nailing heelseats	07
Opening or turning channels	05
Cementing channels	045
Laying or closing channels	05
Leveling:	
Automatic machine	13
Heelseats, crepe soles only	09
Women's and Eaton-Little, Acme machine	19
Re-leveling inside shank, Acme machine	09
Trimming heelseats	05
Wheeling stitches, fudge wheel	10
Pricking or separating stitches	125
Rolling stitches, flat wheel	10
Wheeling heelseats	05808
Burnishing welts	0726
Jointing by machine	13

	Per 24 Pairs
Jointing by hand	\$0 20
Pulling lasts	10
Loose nailing	058
Chalking lasts, wet chalk	03
Tacking 2/8 rubber heels, base lift	06
Cementing bases for rubber heels	027
Cementing bases of rubber heels	027
Sorting shoes	026
Placing rubber and wedge heel	12
Nailing and setting six nails by hand	20
Nailing and setting eight nails by hand	24
Picking lasts	0871
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

	Per 24 Pairs
Stapling	\$0 0726
Pulling tacks by machine	09
Unit shoes, pulling tacks before welter and re-setting, not less than two tacks to a side	15068
Trimming toes by machine	065
Pulling side tacks and toe wires	0678
Pulling toe wires when shoes are stapled	05
Trimming inseams:	
By machine	11
By hand	135
Butting welts by hand	058
Butting welts and tacking butts by machine	0475
Removing insole tacks:	
By hand	0628
By machine	0575
Beating out welts	07
Tacking butts by hand	045
Tacking on shanks	065
Units	065
Filling bottoms	07
Cork-filled shanks	10
Cementing bottoms	035
Sorting shoes	026
Putting tap on welt beater	058
Sole laying	11
Nailing heelseats	07
Turning up channels	05
Trimming heelseats	05
Cementing channels	045
Turning or rubbing down channels	05
Wheeling (fudging)	10
Flat and custom	073
Separating stitches	125
Second wheeling	0726
Leveling	13
Randing	043
Jointing	13
Cleaning stitches	043
Nailing shanks	043
Laying taps	058
Skiving shanks	066
Randing foreparts	058
Filling shanks	04
Covering shanks	08
Breaking shanks, one side	05

Per 24 Pairs

Breaking shanks, two sides	\$0 07
Beating heelseats	05
Staining rands	0325
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Knocking out tacks:	Per 24 Pairs
By machine	\$0 0575
By hand	0628
Pulling second tacks	05
Trimming seams	11
Butting welts	058
Beating welts	07
Shanking	065
Filling bottoms	07
Cementing bottoms	035
Laying soles, including wetting stock	12
Nailing heelseats	07
Opening channels	05
Closing channels	05
Cementing channels	045
Wheeling	10
Stitch separating	125
Leveling	13
Pounding	03
Trimming heelseats	05
Jointing	13
Reinforcing inside shanks, four nails	05
Reinforcing inside and outside shanks, four nails inside and three out- side	07
Reinforcing shanks and toes, four nails inside and three outside and four around toe	10
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

Trimming toes:	Per 24 Pairs
By machine	\$0 065
By hand	0726
Pulling tacks before welting and re-setting, three tacks to each side	15068
Pulling tacks before welting, no re-setting	13068
Pulling side tacks and toe wire	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts	058
Pulling two tacks	05
Trimming seams:	
By hand	135
By machine	11
Beating out welts	07
Stapling on lip	0726
Stapling in machine	0726

	Per 24 Pairs
Shanking	\$0 065
Tacking butts	045
Bottom filling, Besto or Keeno	07
Cementing bottoms by hand or machine	035
Sole laying	11
Nailing heelseats	07
Trimming heelseats	05
Turning or rubbing down channels	05
Cementing channels	045
Leveling, automatic machine	13
Turning up channels	05
Pulling lasts	10
Stitch separating	125
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company, of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Trimming seams by machine	11
Butting welts	058
Beating welts	07
Shanking	065
Filling bottoms	07
Cementing welts or bottoms	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Turning down channels	05
Leveling	11
First wheeling	10
Second wheeling	0726
Jointing by machine	13
Pulling tacks before welting	09
Stapling	0726
Laying soles	11
Nailing heelseats	07
Cementing soles	035
Cork or storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Stapling	0726
Tack-pulling by hand and re-setting, not less than two tacks to each side	15068
Tack-pulling by hand, no re-setting	13068
Tack-pulling by machine	09
Pulling side tacks and toe wire	0628
Trimming seams and butting welts	168
Trimming seams by hand	135
Trimming seams, canvas, and butting welts	255
Butting welts	058

	Per 24 Pairs
Pulling innersole tacks	\$0 0628
Beating welts	07
Tacking shanks and tacking butts	11
Filling bottoms:	
Foreparts	07
Shanks and foreparts	11
Cementing welts or bottoms	035
Laying soles	14
Laying soles, sharp ball or Polo	14
Nailing heelseats	07
Turning up channels	05
Cementing channels	045
Turning channels	05
Separating stitches or pricking	125
Separating stitches or pricking, stitched heelseats	1875
Wheeling stitches	10
Trimming heelseats	05
Leveling:	
Automatic machine	13
Acme machine	19
By hand or Acme machine; sharp ball or Polo, cottage shank	28
Jointing by machine	13
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company; shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs	
	Factory No. 1	Factories Nos. 1, 3
	Pink- or Blue- Tag Grade	White- Tag Grade
Men's shoes:		
Pulling tacks by hand and re-setting, after welting	\$0 15068	\$0 15068
Pulling lasting tacks by machine (used when shoes are stapled)	13068	13068
Pulling innersole tacks after welting:		
By hand	0628	0628
By machine	0575	0575
Pulling side tacks and toe wires by hand	0678	0678
Pulling toe wires	05	05
Separating stitches	125	125
Separating stitches Newark shank (also Restoe and Prov.)	155	155
Wheeling stitches	10	10
Wheeling stitches when Restoe, Prov. or Newark trims, also Doc shanks and moccasin-tread; extra	029	029
Burnishing stitches	0726	0726
Staining stitches, Russia shank and forepart (Factory No. 3)		0726
Staining russets in shank (done by sorter or man who turns channels) (Factory No. 1)	029	029
White stitches in shank (done by sorter or man who turns channels) (Factory No. 1)	029	029
Trimming in seams:		
By hand	135	135
By machine	11	11
Trimming sides and toes, by hand	1014	1014
Trimming toes by machine	065	065
Scarfig welts, except heavy shoes (reducing welt in shank)		07
Beating welts	07	07
Beating welts and soles after nailing heelseats (Factory No. 1)	07	07

	Per 24 Pairs	
	Factory No. 1	Factories Nos. 1, 3
	Pink- or Blue- Tag Grade	White- Tag Grade
Gumming and ragging, blacking and brushing edges on rubber-soled shoes (Factory No. 1)	\$0 62	\$0 62
Cementing, welts or soles	035	035
Opening channels	05	05
When stitched aloft, racks pushed to stitcher; same price (Factory No. 3)		05
Cementing channels	045	045
Pulling tacks on waterproof shoes (Factory No. 3)		0434
Laying channels	05	05
Filling bottoms	08	07
Filling bottoms and shanks (used on one grade, W prop shank, flexible shanks) (Factory No. 1)	12	11
Filling bottoms, riveted arch support and moccasin-tread	09	09
Filling horseshoe lifts with Besto filler (Factory No. 1)	025	025
Filling heelseats (separate operation); Besto filler, Nos. 1 and 4 grades	03	03
Putting oil cloth on filling:		
Factory No. 1	072	072
Factory No. 3	029	029
Laying soles	11	11
Leveling, automatic machine (dress edges same as regular)	19	13
Leveling, mainspring arch and J. W. prop-shank shoes, Acme machine (Factory No. 1)	35	30
Nailing heelseats	07	07
Trimming heelseats	05	05
Pulling tacks before welting, all around (Factory No. 1)	1304	1304
By hand, without re-setting (Factory No. 3)		13068
Butting welts, when done before inseam trimming (tack-knocking)	058	058
Jointing by machine	13	13
Pulling lasts:		
Regulars	10	10
Factory No. 3		10
Patent leather	11	11
Factory No. 3		10
Tacking shanks and butts of welts and pounding down butts	116	11
Three clinching nails in shank (double clinch)	047	047
Sorting shoes before filling bottoms	026	026
Shoe boxes emptied of dirt etc., by sorter for filling bottoms	0072	0072
Sorting shoes before heeling	026	026
Sorting shoes before trimming (Factory No. 3)		026
Stapling shoes before welting, all around	0726	0726
Women's shoes:	Per 24 Pairs	
Cementing bottoms	\$0	035
Cementing soles		035
Cementing channels		045
Laying channels		05
Opening channels		05
Filling bottoms, forepart		07
Filling bottoms when shank is filled		11
Laying soles		11
Leveling:		
Automatic machine		16
Acme machine		19
Prop shanks, Acme method		35
No. 76 edge, Acme machine		30
Nailing heelseats		07
Trimming heelseats		05

	Per 24 Pairs
Pulling lasts, regular, by hand or machine	\$0 10
Trimming uppers by machine, all around after tacks are pulled	09
Pulling tacks before welting by machine, when wire is left in	09
Pulling tacks by hand and re-setting (not used when upper-stapled)	15068
Pulling innersole tacks after welting:	
By hand	0628
By machine	0575
Pulling toe wires by hand or machine	05
Tacking shanks and butts of welts and pounding down butts	11
Randing shanks	0696
Rubbing or rolling:	
Shanks	072
Forepart	072
Pounding down and tacking butts, no shank	04
Stapling shoes before welting, all around	0726
Separating stitches	125
Separating stitches, Newark shank	155
Wheeling stitches:	
First impression	10
Second impression or burnishing	0726
Trimming inseams:	
By machine	11
By hand	135
Trimming and pounding down cloth inseams	25
Beating welts	07
Beating welts, second operation	0432
Butting welts by hand	058
Jointing by machine	13
Pulling lasts:	
Regulars	10
Patent leather	11
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Stapling by machine	\$0 0726
Stapling by machine all around	0828
Pulling tacks, first operation:	
By machine	09
By hand	13068
Trimming toes by machine	065
Skiving and tacking butts by machine	0475
Pulling side tacks and toe wires	0678
Pulling toe wires	05
Trimming inseams:	
Tenderfoot	25
By hand	135
By machine	11
Skiving or butting welts	058
Beating welts	07
Pulling innersole tacks:	
By hand	0628
By machine	0575
Shanking	065
Filling bottoms	07
Filling bottoms shanks and heelseats, complete operation	12
Cementing bottoms	035
Cementing outersoles	035
Laying soles, No. 1 grade, green and white tags, domestic	14
Laying soles, No. 2, used on C2 grade	11
Nailing heelseats	07

	Per 24 Pairs
Opening channels	\$0 05
Double-clinching shanks	0437
Three nails in shanks on double-soled shoes	0437
Four nails inside shank and three nails outside shank	07
Cementing channels	045
Laying channels	05
Pricking stitches	125
Rolling stitches	0871
Wheeling fudge stitch	10
Trimming heelseats	05
Leveling:	
No. 1 grade, Acme machine	19
No. 1 grade, automatic machine	13
No. 2 grade, automatic machine	12
Rubber soles, Acme machine	19
Women's, Acme machine	19
Ridge ball, women's, Acme machine	28
Scouring Rajah soles after edgetrimming, last operation	36
Samples and singles; 1½ price.	
Jointing	13
Burnishing fudge stitch	0726
Heelseat beading or pounding heelseats	065
Pulling lasts	10
Forming ridge at ball of shoe on rubbing-down machine	08
Putting in covered wire at ball of shoe after filling bottoms	05
Gouging top-lifts	048
Placing rubber heels	12
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking-pulling by hand and re-setting, and trimming sides and toes	\$0 2352
Misses' and boys'	2323
Trimming inseams:	
Removing tacks and toe wire	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Trimming seams by hand	135
Butting welts	058
Beating welts	08
Jointing	25
Tacking shanks, tacking welts	1233
Filling bottoms	08
Cementing bottoms	035
Laying soles	15
Trimming heelseats	05
Pulling lasts	10
Pulling tacks, re-setting and trimming toes	24
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Pulling tacks by hand	13068
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Beating welts	07
Butting welts	058
Trimming seams by hand	135
Pulling side tacks and toe wires	0678
Tacking shanks	065
Tacking butts	045
Filling bottoms	07
Crawford shanks	03
Wheeling, first operation	10
Burnishing, second operation	0726
Pricking	125
Laying soles	14
Turning channels	05
Pulling lasts	10
Cementing heels	027
Cementing bases	027
Placing heels	12
Nailing rubber heels by hand	24
Nailing heelseats	07
Cementing bottoms	035
Leveling	13
Trimming heelseats	05
Cementing channels	045
Laying channels	05
Placing wedges	10
Trimming seams by machine	11
Stapling	0726
Welt butting and tacking by machine	0475
Cork and storm welts; regular price.	
Samples and singles; 1½ price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes and sides	\$0 087
Pulling tacks before welting:	
By machine	09
By hand	1306
Pulling side tacks and toe wires	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Trimming seams:	
By machine	11
By hand	135
Butting welts	058
Stapling all around	0837
Tacking shanks	065
Beating welts	07
Tacking welt butts	045
Filling bottoms	07
Cementing bottoms	035
Sole laying	14
Sizing-out shoes for sole laying	026
Nailing heelseats	07
Rounding heelseats	05
Turning up channels	05

	Per 24 Pairs
Cementing channels	\$0 045
Turning down channels	05
Stitch separating:	
Aloft	125
Fudge	10
Rubbing down surface edge on Russia shoes and stitch separating	225
Leveling, automatic machine:	
Regular	13
Aloft	145
Sizing-out shoes for leveling	026
Jointing:	
By machine	13
By hand	20
Stitch burnishing, fudge	0726
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Pulling tacks by hand and re-setting	15068
Pulling side tacks and toe wires by machine before welting	09
Stapling:	
Plain-toe shoes	0726
Cap-toe shoes, around toes	0828
Trimming seams:	
By machine	11
By hand	135
Removing tacks and toe wires by hand	0678
Removing toe wires	05
Knocking out innersole tacks by machine	0575
Butting welts by hand	058
Butting welts and tacking by machine	0475
Beating welts	07
Tacking shanks	\$0 065
Tacking butts	045
Filling bottoms	11
Filling bottoms, extra grade	07
Filling heelseats; extra	08
Sole laying	025
Sole laying, viscol soles and doublers	14
Cementing bottoms	28
Heelseat nailing	035
Turning up channels	07
Turning down channels	05
Cementing channels	05
Trimming heelseats	045
Leveling:	
Automatic machine	13
Acme machine	19
Wheeling stitches	10
Pricking stitches	125
Burnishing stitches	0726
Pulling lasts	10
Jointing by machine	13
Rubber-heel work, sorting, Hd.	026
Cementing leather bases	027
Cementing bases of rubber heels	027
Placing rubber heels	12

	Per 24 Pairs
Nailing rubber heels and setting nails by hand	\$0 20
Picking lasts	072
Returning lasts	0432
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes	\$0 065
Pulling tacks by hand	14
Stapling	0725
Pulling toe wires	05
Trimming inseams	11
Butting welts	058
Beating out welts	07
Shanking	065
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Cementing bottoms	035
Filling bottoms	07
Sole laying, including wetting and sorting	17
Nailing heelseats	07
Trimming heelseats	05
Turning channels	05
Laying channels	05
Cementing channels	045
Stitch separating	125
Leveling	13
First wheeling	10
Second wheeling	0726
Samples and singles; $1\frac{1}{2}$ price.	
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tack-pulling, re-setting, and trimming toes, sides and heelseats	\$0 32
Trimming inseams, beating welts, butting welts, knocking out innersole tacks, pulling side tacks and toe wires	50
Cementing shanks, cementing shanks of shoes, pounding butts, placing shanks, filling bottoms with hot filler	25
Filling foreparts and shanks; extra	10
Nailing heelseats, cementing and laying channels, leveling, Acme machine	48
Stitch separating	14
Nailing rubber lifts, eight holes	24
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Picking lasts	\$0 0871
Pulling tacks by hand, no re-setting	13068
Trimming toes by machine	065
Upper stapling	0726
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Trimming inseams by machine	11
Butting welts	058
Beating welts	07
Shanking	065
Tacking butts	045
Filling bottoms	07
Cementing bottoms	035
Laying soles	11
Wetting and getting out stock	02
Heelseat nailing	07
Trimming heelseats	05
Opening channels	05
Cementing channels	045
Closing channels	05
Fudge wheeling	10
Leveling	13
Jointing by machine	13
Pulling lasts	10
Pricking stitches	125
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Stapling	0726
Tack-pulling by hand and re-setting, not less than two tacks to each side	15068
Tack-pulling by machine	09
Trimming seams by machine	11
Butting welts:	
By hand	058
By machine, including tacking butts	0475
Trimming seams by hand	135
Removing side tacks and toe wires	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Beating welts	07
Shanking, single operation	065
Tacking butts	045
Filling bottoms	07
Filling bottoms and shanks	11
Cementing welts or bottoms by hand or machine	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Turning or rubbing down channels	05
Leveling, automatic machine	13
Separating stitches	125
First wheeling of stitches	10
First wheeling, around heel	15
Jointing by machine	13
Second wheeling or burnishing	0726
Pulling lasts	10
Heelseat nailing	07
Stapling shanks	0435

	Per 24 Pairs
Boning stitches	\$0 058
Laying soles	11
Picking and returning lasts	0726
Jointing by hand	20
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Beating welts	\$0 09
Blackening stitches	058
Cementing and closing channels:	
All around	15
Aloft forepart, channeling both shanks	12
Aloft, inside shank	07
Cementing soles	045
Double clinching	045
Filling bottoms:	
Regular work	09
Arch supports	14
Sheet-cork filling	50
First wheeling	125
Jointing	145
Laying soles	174
Leveling:	
Automatic machine	16
Acme machine	20
Nailing heelseats	095
Opening channels:	
All around	09
Both shanks	075
Inside shank	06
Pulling innersole tacks by machine, butting welts by machine	116
Pulling lasts	145
Pulling side tacks by machine	11
Randing foreparts	10
Reducing welts:	
Two sides	07
One side	05
Removing toe wires	058
Stapling	073
Stitch separating	16
Around the heel	22
acking shanks, sorting shoes, cementing shanks and shank pieces	18
Trimming toes by machine	075
Trimming heelseats	08
Trimming in seams	116
Cementing bases for rubber heels	027
Cementing bases of rubber heels	027
Naphtha-washing rubber heels	03
Scouring rubber heels	03
Scouring bases for rubber heels	03
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Stapling	0726
Tack-pulling:	
By hand	13068
By machine	09
Trimming seams by machine	11
Trimming seams by hand	135
Butting welts	058
Pulling toe wires	05
Beating welts	07
Tacking shanks	065
Tacking butts	045
Cementing bottoms or welts, by hand or machine	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Filling bottoms	07
Turning or rubbing down channels	05
Leveling, automatic machine	15
Separating stitches	125
First wheeling of stitches	10
Second wheeling of stitches	0726
Jointing:	
By hand	20
By machine	13
Pulling lasts	10
Nailing heelseats	07
Laying soles	14
Nailing rubber heels by hand:	
Regular	20
Eight nails	24
Placing rubber heels	12
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

	Per 24 Pairs
Picking and returning lasts	\$0 0726
Trimming toes by machine	065
Pulling last tacks by machine	09
Pulling side tacks and toe wires	0678
Trimming inseams:	
By hand	135
By machine	11
Butting welts	058
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Beating welts	07
Shanking	065
Filling bottoms	07
Cementing bottoms	035
Laying soles	11
Nailing heelseats	07
Trimming heelseats	05
Turning up channels	05
Reducing shanks by machine:	
One shank	0495
Both shanks	054
Turning down channels	05
Leveling	11
Jointing	13

	Per 24 Pairs
Pricking stitches	\$0 125
Wheeling stitches	10
Fudge-stitch burnishing	0726
Boning stitches	058
Stapling shanks	0435
Stapling uppers	0726
Cementing channels	045
Mating shoes	026
Pulling lasts	10
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Upper stapling	\$0 0726
Trimming toes:	
By hand	08
By machine	065
Pulling tacks:	
By hand	13068
By machine	09
By hand on covered shoes; extra	03
Pulling side tacks and toe wires	0678
Butting welts	058
Knocking out innersole tacks by machine	0575
Trimming innersoles by machine	11
Beating welts	07
Tacking butts of welts and pounding joints by hand	10
Welt butting and tacking by machine	0475
Pounding joints and cutting off welt thread	07
Tacking shanks	065
Filling bottoms	08
Filling heelseats; extra	025
Filling long shanks; extra	04
Cementing soles and bottoms	065
Laying soles	14
Nailing heelseats	07
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Laying channels	05
Wheeling stitches:	
Fudge	10
Surface	125
Leveling:	
Automatic machine	13
Acme machine	19
Jointing heels	13
Pulling lasts	10
Loose-nailing shanks	0792
Circlets	1016
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Stapling	\$0 0726
Tack-pulling:	
By machine	09
Stapling method before welting, pulling puller's tacks	05
Pulling toe wires and anchor tacks	01
Pulling anchor tacks and toe wires after welting	05
Trimming toes by machine	065
Trimming seams by machine	11
Beating welts	07
Tacking shanks	065
Butting welts by hand	058
Tacking butts	045
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Filling bottoms	07
Cementing bottoms or welts	035
Trimming heelseats	05
Nailing heelseats	07
Turning channels	05
Cementing channels	045
Laying channels	05
Pricking stitches	12
Leveling, automatic machine	13
Jointing by machine	13
Laying soles	11
First wheeling	10
Second wheeling	0726
Pulling lasts	09
Picking lasts and returning	105
Cork and storm welts; regular price.	
Week work; no change.	

FEBRUARY 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and employees in the making department. (6)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs
Trimming toes by machine	\$0 065
Stapling	0726
Pulling tacks by hand and re-setting, not less than two tacks to each side	15063
Pulling tacks by machine	09
Trimming seams by machine	11
Butting welts	058
Trimming seams by hand	135
Removing tacks and toe wires	0678
Knocking out innersole tacks:	
By hand	0628
By machine	0575
Butting welts	058
Beating welts	07
Shanking, single operation	065
Tacking butts	045
Filling bottoms	07
Cementing welts or bottoms by hand or machine	035
Trimming heelseats	05
Turning up channels	05
Cementing channels	045
Turning and rubbing down channels	05
Nailing heelseats	07
Leveling, automatic machine	13
Separating stitches, U. S. machine	125
First wheeling of stitches	10
Second wheeling or burnishing	0726

Jointing by machine	Per 24 Pairs	165
Pulling lasts	\$0 13	
Cork and storm welts; regular price.	10	
Week work; no change.		

BORKUM & GLOTT SHOE COMPANY — LYNN.

FEBRUARY 26, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (11)

The Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn for the work as there performed:

Stitching silk braid; pattern No. 129:	Per 36 Pairs	
On vamp	\$0 54	
On quarter	54	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

FEBRUARY 26, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and stitchers. (12)

The Board awards that \$0.84 per 36 pairs shall be paid by the MacLaughlin Shoe Company at Lynn for stitching leather tape on the Anita and Mule (two-needle machine), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON — LYNN.

MARCH 4, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and finishers. (71)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.07 per 12 pairs shall be paid by A. M. Creighton at Lynn for naumkeag-cleaning shoes shanked-out on buffing machine before stock is fitted and which come to the naumkeag cleaner in such a condition that the shanking pad must be used.

SHOE MANUFACTURERS — BROCKTON.

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs	
Tacking and trimming by hand	\$0 135	
Tacking by machine and trimming by hand	11	
Tacking and trimming by machine	1025	
Assembling:		
By hand:	Grade No. 1	Grade No. 2
Shellac box; pasting and inserting counters, mat-		
ing vamps, chalking lasts with dry chalk, shel-		
lacking box, driving tacks at heel by hand	\$0 53	\$0 48
As above, without shellac box	44	41
Vulco box	44	41
By machine:		
Shellac box; as above except driving tacks at heel		
by machine	42	39
As above without shelac box	35	33
Vulco box	35	33
If dry chalk is not used; less	02	02
Pulling-over by machine:		
With shellac box	37	35
With Vulco box	42	40
Plain toes	35	33

Side lasting:		Grade No. 1	Grade No. 2
By hand		\$0 72	\$0 70
By machine		36	34
By machine, including pulling ball and counter by hand		45	44
Operating bed machine:			
Dull leather:			
No box		1 09	1 06
With box		1 15	1 12
Colored leather:			
No box		1 21	1 18
With box		1 27	1 24
Colored kid:			
No box		1 15	1 12
With box		1 21	1 18
Colored cordovan:			
No box		1 21	1 18
With box		1 27	1 24
Black cordovan:			
No box		1 15	1 12
With box		1 21	1 18
Patent leather:			
No box		1 21	1 18
With box		1 27	1 24
Patent tips or quarters; the same as patent leather.			
Hand pulling:			
Dull leather:		Per 24 Pairs	
No box			\$2 0166
With box			2 133
Colored leather:			
No box			2 133
With box			2 248
Colored kid:			
No box			2 0166
With box			2 133
Colored cordovan:			
No box			2 481
With box			2 5974
Black cordovan:			
No box			2 0166
With box			2 133
Patent leather:			
No box			2 481
With box			2 5974
Patent tips or quarters; the same as patent leather.			
Extras:			
Inserting flat box			07
Uncrimped bluchers			15
Uncrimped bluchers with loop			12
Long counters or arch supports			48
Cushion or felt innersoles			45
Whole cloth covers, tacked in or not			34
Benjamin, Apex or short cloth covers, tacked in or not			15
High-cut boots or bals., 8 inches or over			2323
Lasting up or down			30
Sample cases			30
High toes			15
Samples and one, two- or three-pair lots; 1½ price.			
Wetting singly, by assembler			15
Putting paper between quarter lining and last, by assembler			08
Counters behind lap, by assembler			15
Iron-toe lasts, innersole tacking			01
When assembler is required to pick counters			03
Chalking lasts with wet chalk			03
Wetting box, bed machine			20
Slipping Vulco box			07
Slipping celluloid or Celastic box, including preparation			08
Inserting rubber, canvas or paper in toe of shoe, by assembler			07
Pulling heel tacks, bed-machine operating			03

Square-toe innersoles on round-toe lasts, bed-machine operating	Per 24 Pairs
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	\$0 08
Men's	12
Women's	16
Operating bed machine on heels of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and lasters.
(4)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed: Assembling and side lasting, including tacking and trimming innersoles

by hand and using wet chalk:	Per 24 Pairs
Without box, grade No. 1	\$1 41
With box, grade No. 1	1 52
Without box, extra grade (blue tag)	1 55
With box, extra grade (blue tag)	1 66
Pulling-over by machine:	
Grade No. 1	37
Extra grade	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0448
With box	2 4264
Colored leather:	
No box	2 2176
With box	2 5416
Black cordovan and colored kid:	
No box	2 0448
With box	2 4264
Patent leather and brown cordovan:	
No box	2 5632
With box	2 8996
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	2304
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34

	Per 24 Pairs
Benjamin, Apex or short cloth covers, tacked in or not	\$0 15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	Grade No. 1 Grade No. 2
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 53 \$0 48
As above without shellac box	44 41
Vulco box	44 41
By machine:	
Shellac box; as above except driving tacks at heel by machine	42 39
As above without shellac box	35 33
Vulco box	35 33
If dry chalk is not used; less	02 02
Pulling-over by machine:	
With shellac box	37 35
With Vulco box	42 40
Plain toes	35 33
Side lasting:	
By hand	72 70
By machine	36 34
By machine including pulling ball and counter by hand	45 44
Operating bed machine:	
Dull leather:	
No box	1 09 1 06
With box	1 15 1 12
Colored leather:	
No box	1 21 1 18
With box	1 27 1 24
Colored kid:	
No box	1 15 1 12
With box	1 21 1 18

	Grade No. 1	Grade No. 2
Colored cordovan:		
No box	\$1 21	\$1 18
With box	1 27	1 24
Black cordovan:		
No box	1 15	1 12
With box	1 21	1 18
Patent leather:		
No box	1 21	1 18
With box	1 27	1 24
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		Per 24 Pairs
No box		\$2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters: the same as patent leather.		
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals., 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one- two- or three-pair lots: 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08
Counters behind lap, by assembler		15
Iron-toe lasts, innersole tacking		01
When assembler is required to pick counters		03
Chalking lasts with wet chalk		03
Wetting box, bed machine		20
Slipping Vulco box		07
Slipping celluloid or Celastic box, including preparation		08
Inserting rubber, canvas or paper in toe of shoe, by assembler		07
Pulling heel tacks, bed-machine operating		03
Square-toe innersoles on round-toe lasts, bed machine operating		08
Shoe requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):		
Men's		12
Women's		16
Operating bed machine on heelseats of shoes that are to be welted around the heel		15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between The Churchill & Alden Company, shoe manufacturer of Brockton, and lasters.

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Tacking innersoles:		Per 24 Pairs
Tacking and trimming by hand		\$0 135
Tacking by machine and trimming by hand		11
Tacking and trimming by machine		1025
Assembling:		
By hand:		
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand		53
As above without shellac box		44
Vulco box		44
By machine:		
Shellac box; as above except driving tacks at heel by machine		42
As above without shellac box		35
Vulco box		35
If dry chalk is not used; less		02
Pulling-over by machine:		
With shellac box		37
With Vulco box		42
Plain toes		35
Side lasting:		
By hand		72
By machine		36
By machine including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		

Extras:	Per 24 Pairs
Inserting flat box, celluloid box, prepared by day hand; by puller .	\$0 07
Inserting flat box, leather box; shellacking and inserting by puller .	16
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41
By machine:	
Shellac box; as above, except driving tacks at heel by machine	39
As above, without shellac box	33
Vulco box	33
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting:	
By hand	70
By machine	34
By machine, including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12

	Per 24 Pairs
Colored leather:	
No box	\$1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and tasters. (39)

The Board awards that the following prices shall be paid by the Diamond Shoe Company at Brockton, for the work as there performed:

Men's shoes, Grade B:	Per 24 Pairs
Tacking innersoles by machine, trimming by hand	\$0 11
Assembling by hand:	
Vulco box	44
Shellac box	53
Pulling-over:	
Vulco box	42
Shellac box	37
Side lasting, by hand	72
No. 5 operating:	
With box:	
Black, low toes	1 15
Colored or patent	1 27
Tan vici	1 21
African brown	1 21
No box toe; less	06
Women's shoes, Grade B:	
Tacking innersoles by machine, trimming by hand	11
Assembling by hand:	
Vulco box	44
Shellac box	53
Pulling-over:	
Vulco box	42
Shellac box	37
Side lasting by hand	72
No. 5 operating:	
With box:	
Black, low toes	1 15
Colored or patent	1 27
Tan vici	1 21
African brown	1 21
No box toe; less	06
Men's shoes, Grade C:	
Tacking innersoles by machine, trimming by hand	11
Assembling by hand:	
Vulco box	42
Shellac box	53
Pulling-over, Vulco box	38
Side lasting by machine, including pulling ball and counter by hand	45
No. 5 operating:	
With box:	
Black, low toes	1 12
Colored or patent	1 24
Tan vici or African brown	1 18
No box toe; less	06
Women's shoes, Grade C:	
Tacking innersoles by machine, trimming by hand	11
Assembling by hand:	
Vulco box	42
Shellac box	53
Pulling-over, Vulco box	38
Side lasting by hand	72
No. 5 operating:	
With box:	
Black	1 03
Colored or patent	1 13
Tan vici or African brown	1 243
No box toe; less	06
Extras; applying to both grades, men's and women's:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48

	Per 24 Pairs
Cushion or felt innersoles	\$0 45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bails, 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles or round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over; one-half to the No. 5 operator):	
Men's	12
Ladies'	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Men's shoes:

	Per 24 Pairs	
Tacking innersoles:		
Tacking and trimming by hand	\$0 135	
Tacking by machine and trimming by hand	11	
Tacking and trimming by machine	1025	
Assembling:		
By hand:		Grade No. 1 Grade No. 2
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 53	\$0 48
As above without shellac box	44	41
Vulco box	44	41
By machine:		
Shellac box; as above except driving tacks at heel by machine	42	39
As above with shellac box	35	33
Vulco box	35	33
If dry chalk is not used; less	02	02
Pulling-over by machine:		
With shellac box	37	35
With Vulco box	42	40
Plain toes	35	33
Haircloth box	37	
Side lasting:		
By hand	72	70
By machine	36	34
By machine, including pulling ball and counter by hand	45	44
Operating bed machine:		
Dull leather:		
No box	1 09	1 06
With box	1 15	1 12

	Grade No. 1	Grade No. 2
Colored leather:		
No box	\$1 21	\$1 18
With box	1 27	1 24
Colored kid:		
No box	1 15	1 12
With box	1 21	1 18
Colored cordovan:		
No box	1 21	1 18
With box	1 27	1 24
Black cordovan:		
No box	1 15	1 12
With box	1 21	1 18
Patent leather:		
No box	1 21	1 18
With box	1 27	1 24
Patent leather tips or quarters; the same as patent leather.		

Hand pulling:

	Per 24 Pairs
Dull leather:	
No box	\$2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	

Women's shoes:

Tacking and trimming innersoles by machine, grades Nos. 1, 2 and 3	1025
Tacking innersoles by machine and trimming by hand, grades Nos. 1, 2 and 3	11
Assembling and side lasting by hand:	
Grade No. 1	1 20
Grade No. 2	1 14
Grade No. 3	1 11
Pulling-over by machine, grades Nos. 1, 2 and 3	37
Hand pulling:	
Grades Nos. 1 and 2	2 37
Grade No. 3	2 341
Operating No. 5 bed machine (heel and toe):	
Russets with box:	
Grade No. 1	1 15
Grades Nos. 2 and 3	1 11
Black and dull leather:	
Grade No. 1	1 05
Grades Nos. 2 and 3	1 01
Black and dull leather:	
Grade No. 1	1 05
Grades Nos. 2 and 3	1 01
Patent leather:	
Grade No. 1	1 15
Grades Nos. 2 and 3	1 11
Blue-tag work (extra grade); extra	10
Tacking straps on low shoes:	
One-strap	10
Two-strap	16
Three-strap	22
Four-strap	28

Assembling and side lasting with haircloth box, by hand:	Per 24 Pairs
Grade No. 1	\$1 12
Grade No. 2	1 08
Grade No. 3	1 04
Assembling and side lasting, cripples; extra	09
Side lasting blue-tag grade; extra	20
Pulling-over with haircloth boxes, by machine; grades Nos. 1, 2 and 3	46
Extras (men's or women's shoes):	
Inserting slip, haircloth box	07
Inserting flat box	07
Tacking pumps at top of quarter lining (women's)	08
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Women's shoes, 8 inches or over:	
No. 5 operating	058
Assembling	10
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Slipping Duralac box, pulling-over by machine	0435
Slipping haircloth box, pulling-over by machine	07
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and lasters.
(4)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44

		Per 24 Pairs
By machine:		
Shellac box; as above except driving tacks at heel by machine		\$0 42
As above without shellac box		35
Vulco box		35
If dry chalk is not used; less		02
Pulling-over by machine:		
With shellac box		37
With Vulco box		42
Plain toes		35
Side lasting:		
By hand		72
By machine		36
By machine, including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarter; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Black cordovan:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals., 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one-, two- or three-pair lots; 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08

	Per 24 Pairs
Counters behind lap, by assembler	\$0 15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15
Eaton-Little shoes :	
Right and left counters, assembling	06
Side lasting inside shank by hand	15
Tacking and trimming innersoles by machine, sprung on	14

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between the Field & Flint Company of Brockton and lasters. (4, 8)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine, including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21

Per 24 Pairs

Patent leather:	
No box	\$1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and lasters.

(4, 37)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above without shellac box	41
Vulco box	41
By machine:	
Shellac box; as above except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used; less	02
Work shoes	28
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Work shoes	28
Side lasting:	
By hand	70
By machine	34
By machine including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Work shoes	85
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	

Extras:	Per 24 Pairs
Inserting flat box	\$0 07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Co., Inc., at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 13
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41
By machine:	
Shellac box; as above, except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting:	
By hand	70
By machine	34
By machine, including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24

Colored kid:	
No box	\$1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Givren & Blunt Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by Givren & Blunt Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking and trimming innersoles by hand	\$0 13
Assembling, Vulco box:	
By hand	41
By machine	33
Pulling-over:	
By machine	40
Plain toes	33
Side lasting:	
By machine, including pulling ball and counter by hand	44
By hand	70
Operating bed machine:	
Brown calf	1 24
Tan vici	1 18
Black, low toes	1 12
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed machine operating	03
Square-toe innersoles, on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and lasters. (4, 8)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles:	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025

Assembling:

Per 24 Pairs

By hand:

Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 53
As above without shellac box	44
Vulco box	44

By machine:

Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02

Pulling-over by machine:

With shellac box	37
With Vulco box	42
Plain toes	35

Side lasting:

By hand	72
By machine	36
By machine, including pulling ball and counter by hand	45

Operating bed machine:

Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27

Patent tips or quarters; the same as patent leather.

Hand pulling:

Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15

	Per	24	Pairs
High-cut boots or bals., 8 inches or over	\$0	23	23
Lasting up or down			30
Sample cases			30
High toes			15
Samples and one-, two-, or three-pair lots; 1½ price.			
Wetting singly, by assembler			15
Putting paper between quarter lining and last, by assembler			08
Counters behind lap, by assembler			15
Iron-toe lasts, innersole tacking			01
When assembler is required to pick counters			03
Chalking lasts with wet chalk			03
Wetting box, bed machine			20
Slipping Vulco box			07
Slipping celluloid or Celastic box, including preparation			08
Inserting rubber, canvas or paper in toe of shoe, by assembler			07
Pulling heel tacks, bed-machine operating			03
Square-toe innersoles on round-toe lasts, bed-machine operating			08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):			
Men's			12
Women's			16
Operating bed machine on heelseats of shoes that are to be welted around the heel			15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Men's shoes:

Tacking innersoles:	Per	24	Pairs
Tacking and trimming by hand	\$0	135	
Tacking by machine and trimming by hand			11
Tacking and trimming by machine			1025
Assembling:			
By hand:			
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand			53
As above without shellac box			44
Vulco box			44
By machine:			
Shellac box; as above, except driving tacks at heel by machine			42
As above without shellac box			35
Vulco box			35
If dry chalk is not used; less			02
Pulling-over by machine:			
With shellac box			37
With Vulco box			42
Plain toes			35
Pulling-over with Celastic boxes			48
Side lasting:			
By hand			72
By machine			36
By machine including pulling ball and counter by hand			45
No. 6 pump, driven at heel; extra			08
Operating bed machine:			
Dull leather:			
No box			1 09
With box			1 15
Colored leather:			
No box			1 21
With box			1 27

	Per 24 Pairs
Colored kid:	
No box	\$1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Women's shoes:	
Tacking and trimming innersoles by machine	\$0 1025
Assembling with Celastic or felt box, by hand	44
Pulling-over by machine:	
Welt shoes, plain or cap toe, Celastic box; including extra for slipping flat box	48
No box or soft box, including extra for slipping canvas box	43
Side lasting by hand	72
No. 5 operating:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Enamel leather:	
No box	1 09
With box	1 15
Canvas:	
No box	1 32
With box	1 32
Wetting Celastic boxes that have been left over-night; extra	20

Extras:

Per 24 Pairs

Inserting flat box	\$0 07
Uncrimped bluchers	15
Unrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Unlocked process:	
Tacking and trimming by hand	15
Tacking and trimming by machine	125
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15

	Per	24	Pairs
Colored leather:			
No box		\$1	21
With box		1	27
Colored kid:			
No box		1	15
With box		1	21
Colored cordovan:			
No box		1	21
With box		1	27
Black cordovan:			
No box		1	15
With box		1	21
Patent leather:			
No box		1	21
With box		1	27
Patent tips or quarters; the same as patent leather.			
Hand pulling:			
Dull leather:			
No box		2	0166
With box		2	133
Colored leather:			
No box		2	133
With box		2	248
Colored kid:			
No box		2	0166
With box		2	133
Colored cordovan:			
No box		2	481
With box		2	5974
Black cordovan:			
No box		2	0166
With box		2	133
Patent leather:			
No box		2	481
With box		2	5974
Patent tips or quarters; the same as patent leather.			
Extras:			
Celluloid box, assembling			0436
Inserting flat box			07
Uncrimped bluchers			15
Uncrimped bluchers with loop			12
Long counters or arch supports			48
Cushion or felt innersoles			45
Whole cloth covers, tacked in or not			34
Benjamin, Apex or short cloth covers, tacked in or not			15
High-cut boots or bals., 8 inches or over			2323
Lasting up or down			30
Sample cases			30
High toes			15
Samples and one-, two-, or three-pair lots; 1½ price.			
Wetting singly, by assembler			15
Putting paper between quarter lining and last, by assembler			08
Counters behind lap, by assembler			15
Iron-toe lasts, innersole tacking			01
When assembler is required to pick counters			03
Chalking lasts with wet chalk			03
Wetting box, bed machine			20
Slipping Vulco box			07
Slipping celluloid or Celastic box, including preparation			08
Inserting rubber, canvas or paper in toe of shoe, by assembler			07
Pulling heel tacks, bed-machine operating			03
Square-toe innersoles on round-toe lasts, bed-machine operating			08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):			
Men's			12
Women's			16
Operating bed machine on heelseats of shoes that are to be welted around the heel			
			15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles:	Grade No. 1
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133

	Per 24 Pairs
Patent leather :	
No box	\$2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Assembling :	Extra Grade
Regular work	\$0 60
Extras :	
Colored shoes, wet singly	15
Extra on height	07
Four- or five-pair lots	12
Long inside counters	24
Whole covers	105
Benjamin or short covers	105
Stab shanks (A. E. L. cont.)	06
Pulling-over by machine :	
Regular work; No. 1-grade price.	
Boys' or misses', Vulco box	44
Side lasting :	
Regular work	1 00
Shoes 8 inches and over	1 08
Long inside counters; extra	24
Stab shanks (A. E. L. cont.); extra	10
Operating No. 5 machine :	
Dull leather	1 365
Colored leather except kid	1 485
Colored kid or vici	1 425
Colored cordovan	1 485
Patent leather	1 485
Colored shoes, 8 inches or over	1 60
Dull leather, 8 inches or over	1 485
No box; less	20
Wetting shoes singly; extra	20
Four- or five-pair lots; extra	12
Shoes over 8 inches high; extra	05
Extras (No. 1 grade and extra grade as far as applicable) :	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and lasters.
(4)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

		Per 24 Pairs
Tacking innersoles:		
Tacking and trimming by hand		\$0 135
Tacking by machine and trimming by hand		11
Tacking and trimming by machine		1025
Assembling:		
By hand:		
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand		53
As above without shellac box		44
Vulco box		44
By machine:		
Shellac box; as above, except driving tacks at heel by machine		42
As above without shellac box		35
Vulco box		35
If dry chalk is not used; less		02
Pulling-over by machine:		
With shellac box		37
With Vulco box		42
Plain toes		35
Side lasting:		
By hand		72
By machine		36
By machine including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133

Patent leather:	Per 24 Pairs
No box	\$2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers, with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	
	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and lasters.
(4)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45

Operating bed machine:

Per 24 Pairs

Dull leather:

No box	\$1 09
With box	1 15

Colored leather:

No box	1 21
With box	1 27

Colored kid:

No box	1 15
With box	1 21

Colored cordovan:

No box	1 21
With box	1 27

Black cordovan:

No box	1 15
With box	1 21

Patent leather:

No box	1 21
With box	1 27

Patent tips or quarters; the same as patent leather.

Hand pulling:

Dull leather:

No box	2 0166
With box	2 133

Colored leather:

No box	2 133
With box	2 248

Colored kid:

No box	2 0166
With box	2 133

Colored cordovan:

No box	2 481
With box	2 5974

Black cordovan:

No box	2 0166
With box	2 133

Patent leather:

No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid box or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and	

	Per 24 Pairs
the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	\$0 12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Cementing linings	06
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133

Colored cordovan:	Per 24 Pairs
No box	\$2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	

Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welteü around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35

		Per 24 Pairs
Side lasting:		
By hand		\$0 72
By machine		36
By machine including pulling ball and counter by hand		45
Operating bed machine:		
Dull leather:		
No box		1 09
With box		1 15
Colored leather:		
No box		1 21
With box		1 27
Colored kid:		
No box		1 15
With box		1 21
Colored cordovan:		
No box		1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals., 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one-, two-, or three-pair lots; 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08
Counters behind lap, by assembler		15
Iron-toe lasts, innersole tacking		01
When assembler is required to pick counters		03
Chalking lasts with wet chalk		03
Wetting box, bed machine		20
Slipping Vulco box		07
Slipping celluloid or Celastic box, including preparation		08
Crescent box		07
Inserting rubber, canvas or paper in toe of shoe, by assembler		07

	Per 24 Pairs
Pulling heel tacks, bed-machine operating	\$0 03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and lasters.
(4)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand :	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box as above except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21
Patent leather:	
No box	1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133

Colored leather:	Per 24 Pairs
No box	\$2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extra grade; extra	2304
Supervision; extra	24
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 13
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41

	Per 24 Pairs
By machine:	
Shellac box; as above, except driving tacks at heel by machine	\$0 39
As above without shellac box	33
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting:	
By hand	70
By machine	34
By machine including pulling ball and counter by hand	44
Operating bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Colored cordovan:	
No box	1 18
With box	1 24
Black cordovan:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Patent tips or quarters; the same as patent leather.	
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15

	Per 24 Pairs
Iron-toe lasts, innersole tacking	\$0 01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Wetting box, bed machine	20
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator) :	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed :

	Per 24 Pairs
Tacking innersoles :	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling :	
By hand :	
Shellac box ; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above, without shellac box	41
Vulco box	41
By machine :	
Shellac box ; as above, except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used ; less	02
Pulling-over by machine :	
With shellac box	35
With Vulco box	40
Plain toes	33
Side lasting :	
By hand	70
By machine	34
By machine including pulling ball and counter by hand	44
Operating bed machine :	
Dull leather :	
No box	1 06
With box	1 12
Colored leather :	
No box	1 18
With box	1 24
Colored kid :	
No box	1 12
With box	1 18
Colored cordovan :	
No box	1 18
With box	1 24
Black cordovan :	
No box	1 12
With box	1 18
Patent leather :	
No box	1 18
With box	1 24
Patent tips or quarters ; the same as patent leather.	

Hand pulling:

	Per 24 Pairs
Dull leather:	
No box	\$2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint applications for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and lasters. (4, 9)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles; tacking and trimming by hand	\$0 14
Assembling by hand; mating vamps, chalking lasts, pasting and inserting counters, pasting heel stays and driving tacks at heel by hand:	
Including shellacking box	67
Box not shellacked	59
Vulco box	59
Pulling-over by machine	53
Side lasting by hand	1 00

Operating No. 5 machine:

Per 24 Pairs

Black kid, kangaroo calf or velours:

With box \$1 26

No box 1 175

Colors, patent leather, black cordovan or canvas:

With box 1 425

No box 1 35

Extras:

Inserting flat box 07

Uncrimped bluchers 15

Uncrimped bluchers with loop 12

Long counters or arch supports 48

Cushion or felt innersoles 45

Whole cloth covers, tacked in or not 34

Benjamin, Apex or short cloth covers, tacked in or not 15

High-cut boots or bals., 8 inches or over 2323

Lasting up or down 30

Sample cases 30

High toes 15

Samples and one-, two- or three-pair lots; 1½ price.

Wetting singly, by assembler 15

Putting paper between quarter lining and last, by assembler 08

Counters behind lap, by assembler 15

Iron-toe lasts, innersole tacking 01

Footflex or flex tab, innersole tacking 15

Haircloth box 07

When assembler is required to pick counters 03

Chalking lasts with wet chalk 03

Wetting box, bed machine 20

Slipping Vulco box 07

Slipping celluloid or Celastic box, including preparation 08

Inserting rubber, canvas or paper in toe of shoe, by assembler 07

Pulling heel tacks, bed-machine operating 03

Square-toe innersoles on round-toe lasts, bed-machine operating 08

Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):

Men's 12

Women's 16

Operating bed machine on heelseats of shoes that are to be welted around the heel 15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and lasters.

(4)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Tacking innersoles:

Per 24 Pairs

Tacking and trimming by hand \$0 135

Tacking by machine and trimming by hand 11

Tacking and trimming by machine 1025

Assembling:

By hand:

Grade No. 1 Grade No. 2

Shellac box; pasting and inserting counters, matting vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand . . \$0 53 \$0 48

As above without shellac box 44 41

Vulco box 44 41

By machine:

Shellac box; as above, except driving tacks at heel by machine 42 39

As above without shellac box 35 33

Vulco box 35 33

If dry chalk is not used; less 02 02

Pulling-over by machine:

With shellac box 37 35

With Vulco box 42 40

Plain toes 35 33

Side lasting:		Grade No. 1	Grade No. 2
By hand		\$0 72	\$0 70
By machine		36	34
By machine including pulling ball and counter by hand		45	44
Operating bed machine:			
Dull leather:			
No box		1 09	1 06
With box		1 15	1 12
Colored leather:			
No box		1 21	1 18
With box		1 27	1 24
Colored kid:			
No box		1 15	1 12
With box		1 21	1 18
Colored cordovan:			
No box		1 21	1 18
With box		1 27	1 24
Black cordovan:			
No box		1 15	1 12
With box		1 21	1 18
Patent leather:			
No box		1 21	1 18
With box		1 27	1 24
Patent tips or quarters; the same as patent leather.			
Hand pulling:			
Dull leather:		Per 24 Pairs	
No box			\$2 0166
With box			2 133
Colored leather:			
No box			2 133
With box			2 248
Colored kid:			
No box			2 0166
With box			2 133
Colored cordovan:			
No box			2 481
With box			2 5974
Black cordovan:			
No box			2 0166
With box			2 133
Patent leather:			
No box			2 481
With box			2 5974
Patent tips or quarters; the same as patent leather.			
Extras:			
Inserting flat box			07
Uncrimped bluchers			15
Uncrimped bluchers with loop			12
Long counters or arch supports			48
Cushion or felt innersoles			45
Whole cloth covers, tacked in or not			34
Benjamin, Apex or short cloth covers, tacked in or not			15
High-cut boots or bals., 8 inches or over			2323
Lasting up or down			30
Sample cases			30
High toes			15
Samples and one-, two- or three-pair lots; 1½ price.			
Wetting singly, by assembler			15
Putting paper between quarter lining and last, by assembler			08
Counters behind lap, by assembler			15
Iron-toe lasts, innersole tacking			01
When assembler is required to pick counters			03
Chalking lasts with wet chalk			03
Wetting box, bed machine			20
Slipping Vulco box			07
Slipping celluloid or Celastic box, including preparation			08
Inserting rubber, canvas or paper in toe of shoe, by assembler			07
Pulling heel tacks, bed-machine operating			03

	Per 24 Pairs
Square-toe innersoles on round-toe lasts, bed machine operating .	\$0 08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling by hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	48
As above without shellac box	41
Vulco box, no tacking or trimming of innersoles	42
If dry chalk is not used; less	02
Pulling-over:	
Low toes:	
Regular work	36
Russia	36
Patent leather	36
Plain toes	32
High toes; extra	07
Inside box; extra	04
Daly box; extra	04
Vulcan box; extra	04
Gowdy inside box, slipping and supervision; extra	07
Hand pulling:	
Regular bal.	2 13
Regular blucher	2 30
Russia bal.	2 24
Russia blucher	2 42
Patent-leather bal.	2 59
Patent-leather blucher	2 77
Tan-vici bal.	2 13
Tan-vici blucher	2 30
No box; less	11
Operating No. 5 machine:	
Dull leather	1 10
Russia leather	1 21
Patent leather	1 27
Tan vici	1 15
No box; less	0581
Side lasting by hand	70
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two- or three-pair lots; 1½ price.	

	Per 24 Pairs
Wetting singly, by assembler	\$0 15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including pulling ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21
Colored cordovan:	
No box	1 21
With box	1 27
Black cordovan:	
No box	1 15
With box	1 21

Patent leather:	Per 24 Pairs
No box	\$1 21
With box	1 27
Patent tips or quarters; the same as patent leather.	
Yellow-tag grade; extra	10
Hand pulling:	
Dull leather:	
No box	2 0166
With box	2 133
Colored leather:	
No box	2 133
With box	2 248
Colored kid:	
No box	2 0166
With box	2 133
Colored cordovan:	
No box	2 481
With box	2 5974
Black cordovan:	
No box	2 0166
With box	2 133
Patent leather:	
No box	2 481
With box	2 5974
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	07
Uncrimped bluchers	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15
High-cut boots or bals., 8 inches or over	2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; 1½ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and lasters. (4)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Tacking innersoles:	Per 24 Pairs
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025

Assembling :

By hand : Per 24 Pairs

Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	\$0 48
As above without shellac box	41
Vulco box	41

By machine:

Shellac box; as above, except driving tacks at heel by machine	39
As above without shellac box	33
Vulco box	33
If dry chalk is not used; less	02

Pulling-over by machine:

With shellac box	35
With Vulco box	40
Plain toes	33

Side lasting:

By hand	70
By machine	34
By machine including pulling ball and counter by hand	44

Operating bed machine:

Dull leather:

No box	1 06
With box	1 12

Colored leather, Russia:

No box	1 18
With box	1 24

Colored kid or brown vici:

No box	1 12
With box	1 18

Colored cordovan:

No box	1 18
With box	1 24

Black cordovan:

No box	1 12
With box	1 18

Patent leather:

No box	1 18
With box	1 24

Patent tips or quarters; the same as patent leather.

Hand pulling:

Dull leather:

No box	2 0166
With box	2 133

Colored leather:

No box	2 133
With box	2 248

Colored kid:

No box	2 0166
With box	2 133

Colored cordovan:

No box	2 481
With box	2 5974

Black cordovan:

No box	2 0166
With box	2 133

Patent leather:

No box	2 481
With box	2 5974

Patent tips or quarters; the same as patent leather.

Extras:

Inserting flat box	07
Uncrimped bluchers.	15
Uncrimped bluchers with loop	12
Long counters or arch supports	48
Cushion or felt innersoles	45
Whole cloth covers, tacked in or not	34
Benjamin, Apex or short cloth covers, tacked in or not	15

	Per 24 Pairs
High-cut boots or bals., 8 inches or over	\$0 2323
Lasting up or down	30
Sample cases	30
High toes	15
Samples and one-, two-, or three-pair lots; $1\frac{1}{2}$ price.	
Wetting singly, by assembler	15
Putting paper between quarter lining and last, by assembler	08
Counters behind lap, by assembler	15
Iron-toe lasts, innersole tacking	01
When assembler is required to pick counters	03
Chalking lasts with wet chalk	03
Wetting box, bed machine	20
Slipping Vulco box	07
Slipping celluloid or Celastic box, including preparation	08
Slipping Crescent end box, pulling	07
Inserting rubber, canvas or paper in toe of shoe, by assembler	07
Pulling heel tacks, bed-machine operating	03
Square-toe innersoles on round-toe lasts, bed-machine operating	08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):	
Men's	12
Women's	16
Operating bed machine on heelseats of shoes that are to be welted around the heel	15

MARCH 6, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company of Brockton and lasters. (4)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs
Tacking innersoles:	
Tacking and trimming by hand	\$0 135
Tacking by machine and trimming by hand	11
Tacking and trimming by machine	1025
Assembling:	
By hand:	
Shellac box; pasting and inserting counters, mating vamps, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	53
As above without shellac box	44
Vulco box	44
By machine:	
Shellac box; as above, except driving tacks at heel by machine	42
As above without shellac box	35
Vulco box	35
If dry chalk is not used; less	02
Pulling-over by machine:	
With shellac box	37
With Vulco box	42
Plain toes	35
Side lasting:	
By hand	72
By machine	36
By machine including ball and counter by hand	45
Operating bed machine:	
Dull leather:	
No box	1 09
With box	1 15
Colored leather:	
No box	1 21
With box	1 27
Colored kid:	
No box	1 15
With box	1 21

		Per 24 Pairs
Colored cordovan:		
No box		\$1 21
With box		1 27
Black cordovan:		
No box		1 15
With box		1 21
Patent leather:		
No box		1 21
With box		1 27
Patent tips or quarters; the same as patent leather.		
Hand pulling:		
Dull leather:		
No box		2 0166
With box		2 133
Colored leather:		
No box		2 133
With box		2 248
Colored kid:		
No box		2 0166
With box		2 133
Colored cordovan:		
No box		2 481
With box		2 5974
Black cordovan:		
No box		2 0166
With box		2 133
Patent leather:		
No box		2 481
With box		2 5974
Patent tips or quarters; the same as patent leather.		
Extras:		
Inserting flat box		07
Uncrimped bluchers		15
Uncrimped bluchers with loop		12
Long counters or arch supports		48
Cushion or felt innersoles		45
Whole cloth covers, tacked in or not		34
Benjamin, Apex or short cloth covers, tacked in or not		15
High-cut boots or bals., 8 inches or over		2323
Lasting up or down		30
Sample cases		30
High toes		15
Samples and one-, two-, or three-pair lots; 1½ price.		
Wetting singly, by assembler		15
Putting paper between quarter lining and last, by assembler		08
Counters behind lap, by assembler		15
Iron-toe lasts, innersole tacking		01
When assembler is required to pick counters		03
Chalking lasts with wet chalk		03
Wetting box, bed machine		20
Slipping Vulco box		07
Slipping celluloid or Celastic box, including preparation		08
Inserting rubber, canvas or paper in toe of shoe, by assembler		07
Pulling heel tacks, bed-machine operating		03
Square-toe innersoles on round-toe lasts, bed-machine operating		08
Shoes requiring centering, such as medallions, center scrolls and the like (one-half to the puller-over, one-half to the No. 5 operator):		
Men's		12
Women's		16
Operating bed machine on heelseats of shoes that are to be welted around the heel		15

C. H. ALDEN COMPANY — ABINGTON.

MARCH 10, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and finishers.
(56)

The Board awards that there shall be no change in the prices paid by the C. H. Alden Company at Abington for the items of work submitted, except as follows:

		Per 12 Pairs
Men's shoes:		
Blacking heel edge and rand	\$0	01875
Gumming full bottom and top-lift, not wet		0875
Polishing whole bottom on brush		0525
Smoothing bottom		0625
Wheeling, each operation		0225
No. 439, beading across top-lift and down side of heel		0425
No. 438, wheeling shank and breast		045
Rolling and polishing whole bottom		135
Boys' shoes:		
Rolling and polishing top-lift and cleaning slugs		035
Blacking or staining top-lift		014
Rolling and polishing whole bottom		105

JAMES T. CORCORAN SHOE COMPANY — MIDDLEBOROUGH.

MARCH 10, 1925.

In the matter of the joint application for arbitration of a controversy between the James T. Corcoran Shoe Company of Middleborough and employees.
(36)

The Board awards that there shall be no change in the day or piece prices paid by the James T. Corcoran Shoe Company at Middleborough for the items of work submitted, except as follows:

		Per 24 Pairs
Cutting room:		
Cutting shoes in pairs; extra	\$0	13
Stitching room:		
Lining tongues:		
Regular		085
Oxford		075
Stitching backstays		10
Stitching top facings		065
Doubling tops, blucher		05
Stitching eyelet row No. 1		065
Seaming tops, blucher or No. 2 bal.		09
Stitching backstays:		
No. 1		17
No. 3		21
Oxford		17
Clip		12
Bal. turning, bal. or blucher		22
Stitching tips, first operation		10
Doubling vamps		06
Doubling and staying vamps, blucher		065
Stitching and holding in blucher tongues		15
Seaming up bal. vamps		065
Vamping bal., one-needle machine, space		80
Lasting room:		
Tacking innersoles		09
Assembling		27
Pulling-over, medallion; extra		06
Hand lasting		64
Operating, patent leather	1	00
Making room:		
Trimming toes		05
Welting, cork welt		66
Trimming seams		10
Nailing heelseats		06
Turning channels		04
Goodyear stitching:		
Surface		58
Fudge		53
Cementing channels		04
Laying channels		04
Leveling		10
Heeling		18
Edgetrimming		54

	Per 24 Pairs
Jointing	\$0 12
Edgesetting:	
One setting	42
Two settings	54
Finishing room:	
Scouring breasts	04
Scouring heels, wetting and finding	08
Expediting	17

BORKUM & GLOTT SHOE COMPANY — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (64)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards, in the factory of Borkum & Glott Shoe Company at Lynn, that the "one-twelfth less than the prices for women's and growing girls'," which under its decision dated May 23, 1924, was awarded for work performed on misses' shoes by pump stitchers, is one-twelfth less than the entire price (including the base price and extras).

CAPITOL SHOE COMPANY — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company of Lynn and perforators, etc. (65)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company at Lynn, for the work as there performed:

Perforating one-strap and vamp line, pattern No. 168:	Per 36 Pairs
Top	\$0 18
Vamp line	165
Stops	12
Fancy stitching, pattern No. 168, panel on quarter	1 02

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company of Lynn and stitchers. (95)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company at Lynn, for the work as there performed:

Fancy stitching, pattern No. 170:	Per 36 Pairs
Two rows, single-needle machine	\$1 02
Two-needle machine, space row	51

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and pressers. (80)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Pressing, Peter Pan pattern:	Per 36 Pairs
One strap and throat	\$1 32
Overlap	60
Cutting	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and skivers. (81)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Skiving, Peter Pan pattern:	Per 36 Pairs
One strap and throat	\$0 42
Overlap	20
Round corner	03

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint applications for arbitration of a controversy between the Security Shoe Company of Lynn and stitchers, etc. (84-87, 93)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Perforating:	Per 36 Pairs
Pattern No. 207:	
Base of one-strap, style No. 38	\$0 34
Curved vamp line, brogue, style No. 26	21
Fancy vamp, No. 208	30
Straight foxing, style No. 34	18
Pattern No. 207-X, panel on new quarter	33

Marking:

Pattern No 207-X:	
Circular vamp with curves	18
Quarter panel	14 ³ / ₅
Pattern No. 207:	
Quarter panel	10 ⁴ / ₅
Vamp	15

Fancy stitching:

Pattern No. 207 or No. 207-X, vamp, four waves	52
Pattern No. 207-X, circular vamp	46
Pattern No. 211:	
Vamp collar	81
Points	1 80
Stops	12
Two rows	80
Matching	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SWARTZ SHOE COMPANY, INC. — LYNN.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (82)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Pump stitching:	Per 36 Pairs
Pattern No. 700, one-strap:	
Base price	\$1 62
Holding in strap	72
Theo tie, pattern No. 105	1 08

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (83)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.03 per 36 pairs shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the interference of straps in lining-making, pattern No. 101.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. FREEDMAN & SONS, INC. — BROCKTON.

MARCH 11, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and heelers. (57)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

	Per 24 Pairs
Heeling rubber heels, one operation (nail-sticker paid by employer)	\$0 16
Shaving heels	19

M. A. PACKARD COMPANY — BROCKTON.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer of Brockton, and solefasteners. (101)

The Board awards that M. A. Packard Company at Brockton shall pay price and one-half for Goodyear stitching with knife attachment for trimming off welt, on double-decker shoes, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work by the piece.

STACY-ADAMS COMPANY — BROCKTON.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and solefasteners. (66)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Welting:	Per 24 Pairs
Regular work	\$0 72
Cordwainer welt	1 08
Stitched-down welt	1 08
Roughrounding:	
Stitched-aloft forepart, channel inside and outside shank	48
Stitched-aloft forepart and outside shank, channel inside shank	40
Singles or samples; regular price.	

SHOE MANUFACTURERS — BROCKTON.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the T. D. Barry Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Single-needle machine, two rows:	
Bal.:	
X grade	\$1 07
No. 1 grade	1 00
No. 2 grade	92
Lace oxford:	
Circular vamp	78
No. 1 grade	73
No. 2 grade	68

		Per 24 Pairs
Blucher or blucher oxford, with bar :		
No. 1 grade		\$0 75
No. 2 grade		70
Blucher or blucher oxford, no bar :		
No. 1 grade		69
No. 2 grade		64
Circular vamp :		
No. 1 grade		50
No. 2 grade		45
Two-needle machine, two rows :		
Bal. :		
No. 1 grade		80
No. 2 grade		77
Lace oxford :		
No. 1 grade		58
No. 2 grade		53
Blucher or blucher oxford, with bar :		
No. 1 grade		63
No. 2 grade		58
Blucher bal. :		
Single-needle machine, two rows and bar :		
No. 1 grade		1 40
No. 2 grade		1 35
Two-needle machine, two rows and bar :		
No. 1 grade		1 20
No. 2 grade		1 15
Two-needle machine, four rows :		
No. 1 grade		1 49
No. 2 grade		1 45
Third row, one-needle machine		28
Third row, back brace, one-needle machine		12
Extra row, two-needle machine		35
Extras :		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots ; 1½ price.		
Per week ; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the work as there performed :

		Per 24 Pairs
		Blue-Tag Grade
		Salmon- and Green-Tag Grades
Vamping :		
Bal. or button, folded vamp ; one-needle machine, two rows	1 05	1 00
Bal. or button, plain vamp ; one-needle machine, two rows	1 05	1 00
Blucher ; one-needle machine, two rows :		
With bar	83	75
No bar	77	69
Oxford :		
Plain vamp	78	73
Folded vamp	78	73
Bal., folded vamp and Jersey backstay	1 35	1 30

Extras:	Per 24 Pairs
Cordovan	\$0 08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Buckley Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs	
Men's:	Regular	White-Tag
Blucher; one-needle machine, space row:	Grade	Grade
With bar	\$0 75	\$0 70
Without bar	69	64
Extra row on blucher, Tuxedo lace oxford or bal.	28	28
Bal. or button; one-needle machine	1 00	92
Extra row on bal. or circular; two-needle machine	35	35
Extra row on Tuxedo, two-needle machine	41	41
Lace oxford, circular:		
One-needle machine	73	68
Two-needle machine	58	53
Women's:		
Oxford:		
One-needle machine	75	70
Two-needle machine	60	55
High shoe:		
One-needle machine	1 10	1 02
Two-needle machine	90	85
Long inside counters, blucher; one-needle machine	90	85
Circular-vamp pump:		
One-needle machine, two rows	85	80
Two-needle machine, two rows close	70	65
Extras:		
Cordovan	\$0 08	
Raised throats	09	
Shoes with wing tips where presser roll passes over the tip	07	
Holding in tongues	05	
Shoes with blind rows close to vamping	10	
Shoes with piping	10	
Shoes with laced perforation	09	
Heel row	12	
Drop row	08	
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Men's:	
Long vamps; one-needle machine, two rows	\$1 00
Blucher or blucher oxford; one-needle machine, two rows:	
With bar	75
No bar	69
Circular-seam oxford or bal.; one-needle machine, two rows	73
Seamless blucher; one-needle machine, two rows and bar	1 40

Women's:		Per 24 Pairs
Regular bal., two rows, linings not held back		\$1 02
Circular vamps, two rows, linings not held back		73
Extras:		
Regular long vamps with two square corners at the throat in second row		05
Square throat; one-needle machine, two rows		06
Third row		28
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Condon Brothers Company, shoe manufacturer of Brockton, and vamps. (40)

The Board awards that the following prices shall be paid by the Condon Brothers Company at Brockton, for the work as there performed:

Vamping:		Per 24 Pairs
Bal. or button, regular work; one-needle machine		\$0 92
Bal. or button, perforated		92
Square-throat bal.		1 00
Blucher; one-needle machine, two rows:		
With bar		70
No bar		64
Third row		28
Bal. or button, regular work; two-needle machine		77
Brogue bal. or circular bal.		56
Square-throat bal.		83
Blucher		58
Third and fourth rows, regular vamp		35
Third and fourth rows, Tuxedo vamp		41
Blucher oxford; one-needle machine, two rows:		
With bar		70
No bar		64
Bal. oxford, regular work; one-needle machine		67
Foxed bal. oxford, regular work; one-needle machine		67
Brogue oxford, perforated (bal. oxford)		67
Bal. oxford, regular work; two-needle machine		53
Extras:		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and vamps. (40)

The Board awards that \$33.60 per week shall be paid by the Diamond Shoe Company at Brockton for vamping as the work is there performed.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Vamping:

Men's:

	Extra Grade	Per 24 Pairs No. 1 Grade	No. 2 Grade
Regular long vamps, bal., button or Congress:			
One-needle machine, two rows, close or space	\$1 05	\$1 00	\$0 92
Two-needle machine, two rows	85	80	75
Regular circular vamps:			
One-needle machine, two rows	78	73	68
Two-needle machine, two rows	62	57	52
Regular blucher vamps:			
One-needle machine; two rows, space, and bar	88	75	69
One-needle machine; two rows, close, and bar	98	90	84
Seamless blucher, one-needle machine; two rows, and stitched around tongue	1 50	1 45	1 40
Third row on seamless blucher	28	28	28
Third row on regular long, circular or blucher vamps; whole or one-half row	31	28	28
Third and fourth rows, two-needle machine	35	35	35

Extras:

Cordovan	\$0 08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

	Extra Grade	Per 24 Pairs No. 1 Grade	Eaton- Brewster Grade
Vamping:			
Regular long vamps, bal., button or Congress:			
One-needle machine, two rows	\$1 05	\$1 00	\$0 92
Two-needle machine, two rows	80	80	77
Third row:			
One-needle machine	28	28	28
Third and fourth rows, two-needle machine	35	35	35
Regular blucher vamps:			
One-needle machine; two rows, space and bar	83	75	70
One-needle machine; two rows, no bar	77	69	64

	Extra Grade	Per 24 Pairs No. 1 Grade	Eaton- Brewster Grade
One-needle machine; two close rows and bar	\$0 92	\$0 90	
Two-needle machine; two rows and bar			\$0 58
Third row, one-needle machine	28	28	28
Third and fourth rows, two-needle machine	35	35	35
Circular-seam vamps:			
One-needle-machine, two rows	78	73	68
Two-needle machine, two rows	62	57	52
Third row, one-needle machine	28	28	28
Third and fourth rows, two-needle machine	35	35	35
Extras:			
Cordovan	\$0 08		
Raised throats	09		
Shoes with wing tips where presser roll passes over the tip	07		
Holding in tongues	05		
Shoes with blind rows close to vamping	10		
Shoes with piping	10		
Shoes with laced perforation	09		
Heel row	12		
Drop row	08		
One-, two- or three-pair lots; 1½ price.			
Per week; \$33.60.			

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

Vamping:

	Per 24 Pairs
Long vamps, No. 105, No. 3 bal. button:	
X, AA, A	\$1 05
B, C, D, E	1 00
Blucher, blucher oxford or N. F. blucher:	
X, AA, A, 1-1	83
B, C, D, E, 1-1	75
With bellows tongue, two rows close:	
X, AA, A	1 08
B, C, D, E	1 00
Plain oxford:	
X, AA, A	78
B, C, D, E	73
Whole-vamp blucher	1 40
Circular-seam bal. or bal. No. 111 or oxford:	
X, AA, A	78
B, C, D, E	73
Oxford, No. 125 circular vamps with square corners; one-needle machine, two rows; extra over price for regular work	08
No. 133 bal., square throat; one-needle machine, two rows; extra over price for regular long vamps	08
Regular long vamps; two-needle machine, two rows:	
X, AA, A	85
B, C, D	80
Circular vamps; two-needle machine, two rows:	
X, AA, A	63
B, C, D	58
Bal. No. 111 or oxford No. 111, linings held back, "Anatomik" cir- cular vamp; extra	10

	Per 24 Pairs
Linings held back on regular circular vamps where operator has to stop on one side and cut out; extra:	
One-needle machine, two rows	\$0 24
Third row	08
No. 143 or No. 147, with second slant row close at throat; one-needle machine, two rows; extra	05
Extra vamp rows, blucher, bal. or oxford:	
Two rows, regular; three rows (2-1; 1-2; 2-0-1/8; 2 1/8; 2 1/2)	31
Four rows (2-2)	62
No. 125 oxford, circular vamp with square corners, third row; extra over price for regular work	05
No. 128 oxford, square throat; extra	05
No. 131 oxford; extra over price for regular square throat	05
No. 133 bal., third row; extra over regular square-throat price	05
Nos. 135 and 136 oxfords, circular vamp; third and fourth rows, two-needle machine	41
Circular vamps, third and fourth rows, two-needle machine; long or circular vamps, X, AA, A, B, C, D	35
Nos. 142 and 155; two-needle machine, two rows	41
Unit shoe:	
Bal.:	
One-needle machine (1-1)	1 00
Two-needle machine	80
Circular bal.:	
One-needle machine, two rows (1-1)	73
Two-needle machine, two rows	58
Blucher oxford:	
One-needle machine (1-1):	
With bar	75
No bar	69
Two-needle machine	64
Blucher:	
One-needle machine (1-1):	
With bar	75
No bar	69
Two-needle machine	64
Regular oxford, No. 105:	
One-needle machine (1-1)	73
Two-needle machine	58
Oxford No. 108½, second operation; two-needle machine, two rows	35
Oxford No. 108, second operation; two-needle machine, two rows	41
Third row, one-needle machine	28
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vampers. (292, 40)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:
Vamping:

		Per 24 Pairs
Long vamps:		
One-needle machine, two rows		\$0 92
Two-needle machine, two rows		77
Circular vamps:		
One-needle machine, two rows		68
Two-needle machine, two rows		56
Blucher bal.; one-needle machine, two rows		1 35
Regular blucher; one-needle machine, two rows:		
With bar		70
No bar		64
Third and fourth rows, two-needle machine:		
Long vamps		35
Nos. 2 and 7		41
Third row, half or all around; one-needle machine		28
No. 45 fold; extra		12
Extras:		
Arch-support blucher; one-needle machine, two rows, space, lining held back on inside; extra over regular blucher price		15
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vampsers. (62)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

Vamping; one-needle machine, two rows, and bar:		Per 24 Pairs
Regular height		\$0 675
High-cut with bellows tongue		1 40

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Brockton, and vampsers. (40)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Brockton, for the work as there performed:

Vamping:		Per 24 Pairs
Regular long vamps:		
Two-needle machine, two rows		\$0 77
One-needle machine, two rows		92
Circular vamps:		
Two-needle machine, two rows		56
One-needle machine, two rows		68
Blucher; one-needle machine, two rows:		
With bar		70
No bar		64
Extras:		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Givren & Blunt Shoe Company of Brockton and vamps. (40)

The Board awards that the following prices shall be paid by the Givren & Blunt Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Lace oxford, tongue stitched to lining	\$0 68
Long vamps, plain or perforated	92
Blucher:	
With bar	70
No bar	64
Blucher bal.	1 35
Extra row, single-needle machine	28
Long vamps, two-needle machine	77
English bal.	77
Lace oxford, tongue stitched to lining	53
Blucher	58
Second operation:	
Circular or bal. vamps; two-needle machine	35
Tuxedo, N. Y. bal. or lace-oxford vamps	41
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Howard & Foster Company, shoe manufacturer of Brockton, and vamps. (40)

The Board awards that the following prices shall be paid by the Howard & Foster Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Men's:	
Single-needle machine:	
Whole-quarter blucher, with bar	\$0 75
Whole-quarter blucher, no bar	69
Circular vamps	73
Bal. or button	1 00
Seamless blucher	1 40
Whole-quarter blucher, close row, with bar	90
Third row, one-half or all around	28
Blucher, two space rows:	
With bar	75
No bar	69
Two-needle machine:	
Long vamps	80
Whole-quarter blucher	58
Circular vamps	58
Extra row	35
Women's:	
Bal or button:	
Linings held back	1 10
Linings not held back	1 00
Circular vamps:	
Linings held back	85
Linings not held back	76
Blucher oxford:	
With bar	75
No bar	69

Extras:

	Per 24 Pairs
Cordovan	\$0 08
Rasied throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamp	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two-, or three-pair lots; 1½ price.	

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs		
Vamping:	Pink-Tag	Blue-Tag	White-Tag
Men's:	Grade	Grade	Grade
Bal. or button, regular, two close rows:	No. 1	No. 1	Nos. 1, 3
One-needle machine	\$1 10	\$1 00	\$1 00
Two-needle machine	85	80	80
No. 43 vamping, one row next to vamp; one-needle machine	79	72	72
Third rows:			
Threadless vamping on seamless bal.:			
One-needle machine	28	24	24
Two-needle machine	35	32	32
Regular vamping, bal. or button, seamless; one-needle machine	32	28	28
No. 38½ vamping, bal. or button	35	32	32
Blucher:			
Threadless vamping:			
One-needle machine	28	24	24
Two-needle machine	32	28	28
Regular vamping:			
One-needle machine	32	28	28
Two-needle machine	35	32	32
V and V-B vamping, one-needle machine; extra	05	05	05
R. A. pattern; extra over regular vamping	08	08	08
Oxford:			
Regular vamping, two close rows:			
One-needle machine	78	73	67
Two-needle machine	63	58	53
No. 37 vamping, two space rows:			
One-needle machine	78	73	67
Two-needle machine	63	58	53
Blucher oxford:			
One-needle machine:			
With bar	86	75	69
No bar	80	69	63
Two-needle machine:			
With bar	81	70	64
No bar	75	64	58
Quarter oxford, not through lining, on the inside for long inside counter; extra	24	24	24
Quarter oxford, linings turned back, not through linings; extra:			
One-needle machine	11	11	11
Two-needle machine	09	09	09

	Per 24 Pairs		
	Pink-Tag Grade	Blue-Tag Grade	White-Tag Grade
Blucher bal.:			
Folded or not:			
One-needle machine . . .	\$1 50	\$1 45	\$1 40
Two-needle machine . . .	1 20	1 20	1 15
With bellows tongue, No. 1; one- needle machine . . .	1 60	1 55	1 50
With full or half bellows tongue, No. 3 . . .			1 50
Blucher bal., third row:			
One-needle machine . . .	32	28	28
Two-needle machine . . .	35	32	32
Blucher bal., threadless vamping; third row:			
One-needle machine . . .	28	24	24
Two-needle machine . . .	35	32	32
Blucher:			
One-needle machine, two rows:			
With bar . . .	86	75	69
No bar . . .	81	69	63
Two-needle machine:			
With bar . . .	78	63	59
No bar (used on silk-fitted, bar hand-sewed) . . .	73	58	54
Seamless blucher button; one-needle machine . . .	1 50	1 45	1 40
Women's:			
Bal.:		Per 24 Pairs	
No tongue, linings turned back:			
One-needle machine . . .			\$1 10
Two-needle machine . . .			90
Through linings:			
One-needle machine . . .			1 02
Two-needle machine . . .			82
Button:			
Stitched through linings:			
One-needle machine . . .			1 02
Two-needle machine . . .			82
Linings turned back:			
One-needle machine . . .			1 10
Two-needle machine . . .			90
Space-row vamping on two-needle machine (except blucher-cut shoes); extra . . .			08
Blucher bal.; one-needle machine:			
Stitched through linings . . .			1 40
Linings turned back . . .			1 50
Blucher with bar, through linings:			
Two close rows:			
One-needle machine . . .			98
Two-needle machine . . .			78
Two space rows:			
One-needle machine . . .			83
Two-needle machine (no bar) . . .			78
Third row; long, oxford or circular vamps:			
One-needle machine . . .			28
Two-needle machine . . .			35
Holding back linings; extra:			
Whole toe linings and tongues attached . . .			116
Cut-outs stitched down through linings . . .			116
Extras:			
Cordovan . . .			08
Raised throats . . .			09
Shoes with wing tips where presser roll passes over the tip . . .			07
Holding in tongues . . .			05
Shoes with blind rows close to vamping . . .			10
Shoes with piping . . .			10

	Per 24 Pairs
Shoe with laced perforation	\$0 09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Preston B. Keith Shoe Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Preston B. Keith Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	
Vamping:	Grade	Grade
Men's:	No. 1	No. 2
No. 2163 bal.; one-needle machine, two rows	\$1 00	\$0 92
Bal., button or Congress:		
Two-needle machine	80	77
One-needle machine, two rows	1 00	92
Blucher, one-needle machine; with bar:		
C	75	70
B	90	85
Extra row:		
One-needle machine	28	28
Two-needle machine	35	35
Circular seam:		
Two-needle machine	57	52
One-needle machine	73	68
Women's:	Grade No. 1	
Bal., including holding in tongue		92
Bal. when perforated, including holding in tongue		1 10
Bal. when perforated, one drop row, including holding in tongue		1 18
Blucher, C:		
With bar		90
No bar		84
Blucher, B:		
With bar		1 05
No bar		99
Circular-seam oxford, two-needle machine		63
Oxford when perforated		85
Oxford when perforated, three rows		1 13
Extra row		28
Holding back lining; extra:		
Bal., one-needle machine		08
Bal., two-needle machine		05
Oxford, one-needle or two-needle machine		11
Extras:		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
One-, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles E. Lynch Shoe Manufacturing Company of Brockton and vampers. (40)

The Board awards that the following prices shall be paid by the Charles E. Lynch Shoe Manufacturing Company at Brockton, for the work as there performed:

Vamping:

Men's:

Per 24 Pairs

Regular	\$1 00
Regular, English backstay	1 35
Circular	73
Blucher, with bar	75
Blucher, no bar	69

Women's:

Regular bal.	1 02
Circular, lining held back	85
Blucher, space row:	

With bar	75
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No bar	69
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Seamless blucher	1 40
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Each extra row	28
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Long counter, men's circular; extra	24
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Long counter, blucher; extra	08
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Close-row blucher, single-needle machine:

With bar	90
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No bar	84
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Extras:

Cordovan	08
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Raised throats	09
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Shoes with wing tips where presser roll passes over the tip	07
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Holding in tongues	05
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Shoes with blind rows close to vamping	10
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Shoes with piping	10
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Shoes with laced perforation	09
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Heel row	12
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Drop row	08
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One-, two- or three-pair lots; 1½ price.	
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Per week; \$33.60.

MARCH 17, 1925.

On the matter of the joint application for arbitration of a controversy between the A. E. Little Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the A. E. Little Company at Brockton, for the work as there performed:

Vamping:

Extra grade:

Per 24 Pairs

Lace oxford; one-needle machine, two rows	\$0 78
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Bal.	1 10
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Blucher oxford; close row	1 05
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Blucher bal. with Jersey backstay	1 80
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Extra row	31
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Square-throat circular vamp, one-needle machine:

Two rows; extra over regular circular-vamp price	08
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Extra row; extra over regular extra-row price	05
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No. 1 grade:

Regular long vamps, bal., button or Congress:

One-needle machine, two rows	1 00
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Two-needle machine	80
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Regular circular vamps:

One-needle machine, two rows	73
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Two-needle machine, two rows	58
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Regular blucher vamps:

One-needle machine, two rows, space:

With bar	75
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No bar	69
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One-needle machine, two rows, close:

With bar	90
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No bar	84
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Seamless blucher; one-needle machine, two rows, and block stitched	1 40
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Extra row:

One-needle machine	28
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Two-needle machine	35
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Extras:	Per 24 Pairs
Cordovan	\$0 08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoe with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the C. S. Marshall Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the C. S. Marshall Company at Brockton, for the work as there performed:

Vamping:

Regular long vamps, bal., button or Congress:	Per 24 Pairs
One-needle machine, two rows	\$1 00
Two-needle machine, two rows	80
Seamless oxford:	
One-needle machine, two rows	1 00
Two-needle machine, two rows	80
Third row, one-needle machine, long vamps	28
Third and fourth rows, two-needle machine	41
Regular blucher vamps; one-needle machine:	
Two rows, space, and bar	75
Two rows, space, no bar	69
Two rows, close, and bar	90
Two rows, close, no bar	84
Third row	28
Regular circular vamps:	
One-needle machine, two rows	73
Two-needle machine, two rows	58
Third row, one-needle machine	28
Third and fourth rows, two-needle machine	35
Trot oxford with square throat; extra:	
One-needle machine, two rows	08
Two-needle machine, two rows	06
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Vamping:

	Per 24 Pairs
Blucher, with bar	\$0 75
Blucher, no bar	69
Blucher bal.	1 40
Lace oxford:	
One-needle machine	73
Two-needle machine	58

Bal.:	Per 24 Pairs
One-needle machine	\$1 00
Two-needle machine	80
Third row	28
Extras:	
Earl blucher	04
Right and left tongues; to be barred or paid for as holding in tongues	05
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and vamps. (40)
The Board awards that the following prices shall be paid by Poole & Johnston, Inc., at Brockton, for the work as there performed:
Vamping:

Bal., regular long vamp:	Per 24 Pairs
One-needle machine, two rows perforated	\$1 00
Two-needle machine, two rows	80
Circular vamp; two-needle machine, two rows	58
Circular bal.:	
One-needle machine, two rows	73
One-needle machine, one row	45
Seamless blucher; one-needle machine, two rows (not stitched around tongue)	1 40
Blucher; one-needle machine, two rows:	
With bar	75
No bar	69
Blucher; two-needle machine, two rows:	
With bar	63
No bar	58
No. 3 apron, extra for square front; one-needle machine:	
Two stops on first row	045
Two stops on second row	035
Extra row on blucher, one-needle machine	28
Extra row, harness stitch	41
Second operation, two-needle machine:	
Regular vamps	35
Tuxedo vamps	41
Four rows, English blucher	85
Third row, half or all around	28
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and vamps. (40)
The Board awards that \$33.60 per week shall be paid by the Bion F. Reynolds Company at Brockton for vamping, as the work is there performed.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Luke W. Reynolds Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Luke W. Reynolds Company at Brockton, for the work as there performed:

Vamping:

Bal.:	Per 24 Pairs
Two-needle machine	\$0 73
One-needle machine, two rows	92
Third row, one-needle machine	28
Blucher; one-needle machine:	
No bar	64
With bar	70
With bar, arch support	90
Circular vamp:	
One-needle machine, two rows	65
Two-needle machine	50
Blucher bal., one-needle machine	1 35
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by Schwarz, Ruggles, Inc., at Brockton, for the work as there performed:

Vamping:

Regular long vamps:	Per 24 Pairs
One-needle machine, two rows	\$0 92
Two-needle machine, two rows	77
Regular circular vamps:	
One-needle machine, two rows	68
Two-needle machine, two rows	56
Regular blucher:	
One-needle machine, two rows, space:	
With bar	70
No bar	64
Two-needle machine, two rows, and bar	58
Pattern No. 7:	
Third row, one-needle machine	28
Third and fourth rows, two-needle machine	41
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and vampers. (40)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Vamping:

		Per 24 Pairs
Regular long vamps, bal., button or Congress:		
One-needle machine, two rows, close or space		\$1 10
One-needle machine, three rows		1 41
Blucher vamps, one-needle machine:		
Two rows, space:		
With bar		95
No bar		89
Third row		31
Two rows, close:		
With bar		1 10
No bar		1 04
Third row		31
Circular vamps, one-needle machine:		
Two rows, close or space		77
Third row		31
Extras:		
Cordovan		08
Raised throats		09
Shoes with wing tips where presser roll passes over the tip		07
Holding in tongues		05
Shoes with blind rows close to vamping		10
Shoes with piping		10
Shoes with laced perforation		09
Heel row		12
Drop row		08
Stay row in back (long vamps)		12
One, two- or three-pair lots; 1½ price.		
Per week; \$33.60.		

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between the Stone, Tarlow Company, Inc., and vamps. (289, 290)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

Vamping:

		Per 24 Pairs
Blucher, pattern Nos. 47 and 07152; extra over regular blucher price:		
One-needle machine, two rows, space		\$0 15
Extra row; extra over regular extra-row price		029
Pattern No. 43; extra over regular circular vamp price:		
One-needle machine, two rows		24
Extra row; extra over regular extra-row price		08
Pattern No. 96; extra over price for regular circular vamp:		
One-needle machine, two rows		08
Extra row; extra		035
Blucher; two-needle machine, four close rows		1 05

By agreement of the parties the decision as to patterns Nos. 47 and 07152 shall take effect as of the date of the introduction of the work.

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and vamps. (23, 40)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

		Per 24 Pairs	
Vamping:		Regular	Yellow-Tag
Men's:		Grade	Grade
Circular vamp; one-needle machine, two rows		\$0 73	\$0 68
Bal.:			
One-needle machine		1 00	92
Two-needle machine		80	77
Blucher or blucher oxford:			
With bar		75	70

	Per 24 Pairs	
	Regular Grade \$0 69	Yellow-Tag Grade \$0 64
No bar		
Bal. square throat:		
One-needle machine	1 06	98
Two-needle machine	86	83
Circular vamp; two-needle machine:		
Two rows	58	53
Four rows	93	88
Third row	28	
Women's:		
Bal. or button, linings held back:		
One-needle machine, two rows	1 10	1 05
Two-needle machine, two rows	90	85
Bal. or button, through linings:		
One-needle machine, two rows	1 00	92
Two-needle machine, two rows	85	80
Circular vamp, linings held back:		
One-needle machine, two rows	85	80
Two-needle machine, two rows	67	62
Circular vamp, through linings:		
One-needle machine, two rows	75	70
Two-needle machine, two rows	59	54
Blucher, one-needle machine, two space rows; through linings:		
No bar	75	70
With bar	83	78
Third row	28	
Extras:		
Cordovan	\$0 08	
Raised throats	09	
Shoes with wing tips where presser roll passes over the tip	07	
Holding in tongues	05	
Shoes with blind rows close to vamping	10	
Shoes with piping	10	
Shoes with laced perforation	09	
Heel row	12	
Drop row	08	
One-, two- or three-pair lots; 1½ price.		

Per week; \$33.60.

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vampers.
(40)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed:

Vamping:

Men's:

	Per 24 Pairs	
One-needle machine:		
Side-seam oxford, two rows	\$0 67	
Perforated vamp, bal.	92	
One-half perforated vamp	1 08	
Third row	28	
Blucher bal.	1 35	
Brogue S. S. bal., pinked and perforated, two rows	70	
Side-seam bal.	65	
Stitching apron to vamp, golf S. S. oxford, fitted flat:		
One-needle machine, two rows	67	
One-needle machine, one row	45	
Raglan blucher oxford; two rows and bar	67	
Blucher:		
With bar	70	
No bar	64	
Foxed blucher:		
With bar	70	
No bar	64	

	Per 24 Pairs
Blucher, three rows; one row and bar, single-needle machine	\$0 37
Two-needle machine:	
Side-seam oxford	53
Golf S. S. oxford, fitted flat; two-needle machine, two rows	53
Bal. or button	77
Jersey	77
English	77
Blucher, three rows:	
Two-needle machine, two rows	56
One row and bar, one-needle machine	37
Women's:	
One-needle machine:	
Bal. or button	92
Circular vamp	67
Blucher or blucher oxford, two space rows:	
With bar	73
No bar	67
Stitching apron to vamp, golf S. S. oxford, fitted flat:	
Two rows	68
One row	50
Two-needle machine:	
Bal. or button	75
Circular vamp	53
Stitching apron to vamp, golf S. S. oxford, fitted flat; two rows	52
Extras:	
Bellows tongue	10
Two-needle space machine; extra over two-needle close row work	08
Two extra rows, two-needle machine	35
Outside backstay when stitched on cylinder machine	04
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and vamps. (40)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

Vamping:

Men's:

	Per 24 Pairs
Bal. or button:	
Two-needle machine	\$0 80
Perforated; one-needle machine, two rows	1 00
One-half perforated; one-needle machine, drop row	1 08
Blucher:	
C stitch, one-needle machine:	
With bar	75
No bar	69
No. 10 blucher or blucher bal., one-needle machine	1 40
Long vamps, button oxford; one-needle machine	1 00
Circular-seam:	
Oxford or high shoes	73
Two-needle machine	58
Yellow-tag grade:	
Long vamps, bal. or button; one-needle machine, two rows	1 05
Blucher, two close rows	98
Salmon-tag grade	92

Blucher, space row:	Per 24 Pairs
With bar	\$0 83
No bar	77
Circular vamps, one-needle machine, two rows; oxford or high shoes	78
Blucher bal., space row, with bar	1 40
Extra front row (yellow-tag or salmon-tag grade)	28
Arch-fitted blucher; extra	15
Women's:	
Oxford, circular vamps	73
Bal. or button, linings turned back	1 15
Regular circular oxford	73
Extras:	
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint applications for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and vamps. (293; 24, 40)

The Board awards that the following prices shall be paid by Wall, Doyle & Daly, Inc., at Brockton, for the work as there performed:

Vamping:

No. 32 bal.:	Per 24 Pairs
One-needle machine	\$0 92
Two-needle machine	77
No. 3 blucher, one-needle machine:	
With bar	70
No bar	64
No. 10 blucher oxford; one-needle machine:	
With bar	70
No bar	64
Blucher, Nos. 15 and 20; one-needle machine, two rows, space:	
With bar	70
No bar	64
Plug blucher oxford; one-needle machine:	
With bar	70
No bar	64
No. 22 oxford:	
One-needle machine	63
Two-needle machine	52
Extras:	
French row, two-needle space-row machine	08
Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One-, two- or three-pair lots; 1½ price.	
Per week; \$33.60.	

MARCH 17, 1925.

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and vamps. (40)

The Board awards that the following prices shall be paid by the Whitman & Keith Company at Brockton, for the work as there performed:

Vamping:

Men's:

	Per 24 Pairs
Bal. or button, two-needle machine:	
XX grade	\$0 80
Glen grade	86
Bal. or button, one-needle machine	1 00
Extra row or half row	28
Blucher:	
With bar	75
No bar	69
Blucher bal.	1 40
Bal., C:	
Two-needle machine:	
XX grade	58
Glen grade	63
One-needle machine	1 00
Oxford, two-needle machine:	
XX grade	58
Glen grade	63
Oxford, single-needle machine	1 00
Oxford, C:	
Two-needle machine:	
XX grade	58
Glen grade	63
Single-needle machine	1 00
Blucher oxford:	
With bar	75
No bar	69

Women's:

Regular bal.; one-needle machine, two rows, close	1 10
Two-needle machine, two rows, close	85
Oxford:	
Single-needle machine, two rows, close or space	75
Two-needle machine, two rows, close	58

Extras:

Cordovan	08
Raised throats	09
Shoes with wing tips where presser roll passes over the tip	07
Holding in tongues	05
Shoes with blind rows close to vamping	10
Shoes with piping	10
Shoes with laced perforation	09
Heel row	12
Drop row	08
One, two- or three-pair lots; 1½ price.	

Per week; \$33.60.

CHURCHILL & ALDEN COMPANY — BROCKTON.

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (46)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heels; one paper, second operation (men's shoes):	
Leather	\$0 0875
Rubber	1025

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. H. ALDEN COMPANY — ABINGTON.

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and lasters. (52)

The Board awards that there shall be no change in the prices paid by the

C. H. Alden Company at Abington for the items of work submitted, except as follows:

Men's shoes:

		Per 12 Pairs
Tacking innersoles:		
Tacking and trimming by hand		\$0 0675
Tacking by machine and trimming by hand		055
Tacking and trimming by machine		05125
Assembling by hand, shellac boxes; mating vamps, pasting and inserting counters, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand		265
Pulling ball and counter by hand and straightening back seam and throat:		
Regular work		157
Right and left		23
Pulling-over by machine:		
With shellac box		185
Plain toes		175
Side lasting:		
By hand		36
By machine, no hand pulling		18
By machine, pulling ball and counter by hand		225
Operating bed machine:		
Dull leather:		
No box		545
With box		575
Colored leather:		
No box		605
With box		635
Colored kid:		
No box		575
With box		605
Colored cordovan:		
No box		605
With box		635
Black cordovan:		
No box		575
With box		605
Patent leather:		
No box		605
With box		635
Patent tips or quarters; the same as patent leather.		

Extras:

Inserting flat box	035
Moulded box	165
Uncrimped blucher	075
Uncrimped blucher with loop	06
Long counters or arch supports	24
Cushion or felt innersoles	225
Whole cloth covers, tacked in or not	17
Benjamin, Apex or short covers	075
Boots, eight inches or over	075
Lasting up or down	15
Sample cases	15
High toes	075
Wetting singly, by assembler	075
Wetting box, by bed-machine operator	10
One-, two- or three-pair lots:	
Assembling; 1½ price.	
Bed-machine operating; 1½ price.	

Boys' shoes:

Tacking innersoles:	
Tacking and trimming by hand	06
Tacking by machine and trimming by hand	05
Tacking and trimming by machine	046
Assembling by hand, shellac box; mating vamps, pasting and inserting counters, chalking lasts with dry chalk, shellacking box, driving tacks at heel by hand	2385

Per 12 Pairs

Pulling ball and counter by hand and straightening backseam and throat:	
Regular work	\$0 1413
Right and left	207
Pulling-over by machine:	
With shellac box	1665
Plain toes	1575
Side lasting:	
By hand	324
By machine, no hand pulling	162
By machine, pulling ball and counter by hand	2025
Operating bed machine:	
Dull leather, with box	5175
Colored leather, with box	5715
Patent leather:	
No box	5445
With box	5715
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	0315
Moulded box	1485
Uncrimped blucher	0675
Uncrimped blucher with loop	054
Long counters or arch supports	216
Cushion or felt innersoles	2025
Whole cloth covers, tacked in or not	153
Benjamin, Apex or short covers	0675
Boots, eight inches or over	0675
Lasting up or down	135
Sample cases	135
High toes	0675
Wetting singly, by assembler	0675
Wetting box, by bed-machine operator	09
One-, two- or three-pair lots:	
Assembling; 1½ price.	
Bed-machine operating; 1½ price.	

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and employees in the sole-leather department. (54)

The Board awards that the following prices shall be paid by the C. H. Alden Company at Abington, for the work as there performed:

	Per 12 Pairs
Rounding innersoles	\$0 03
Channeling innersoles	055
Turning up channels	02625
Scoring and sizing	013

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and employees in the making department. (55)

The Board awards that there shall be no change in the prices paid by the C. H. Alden Company at Abington for the items of work submitted, except as follows:

Men's shoes:	Per 12 Pairs
Trimming seams by machine	\$0 055
Digging tacks by machine	02875
Butting welts and tacking by machine	02375
Beating welts	035
Shanking	0325
Filling bottoms:	
Forepart	035
Heelseat	015
Forepart and shank	055
Heelseat, forepart and shank (one operation)	06

	Per 12 Pairs
Cementing soles	\$0 0175
Laying soles	055
Laying double soles; extra	0477
Pricking stitches	0625
First wheeling	05
Second wheeling	0363
Turning up channels	025
Clinching shank inside	0235
Automatic leveling, single or double	065
Jointing	065
Heeling (boy paid by heeler) :	
Regular heeling with top-lift	145
Rubber heel base	1275
Rubber top-lift :	
Placed by heeler	1625
Placed by other employee	095
Right and left heel	2175
Heel slugging :	
One row or less	08
More than one row	12
Right and left heel	12
Heel shaving :	
Leather heel	09
Right and left heel	135
Whole or part rubber	11
Stitched-around heel; 1½ price.	
Heel breasting :	
Regular heel	05
Right and left heel	075
Pulling lasts (Maximum)	05
Boys' shoes :	
Trimming toes by machine	0292
Stapling	0326
Tack pulling :	
By hand and re-setting	0677
By machine	0405
Pulling toe wires by machine	0196
Digging tacks :	
By machine	0258
By hand	0282
Butting welts by hand	0261
Butting welts and tacking by machine	0214
Shanking	03
Filling bottoms :	
Forepart	0315
Heelseat	0135
Forepart and shank	0495
Heelseat, forepart and shank (one operation)	054
Cementing :	
Bottoms	0157
Soles	0157
Laying soles	0495
Laying double soles; extra	0429
Nailing heelseats	0315
Pricking stitches	0562
First wheeling	045
Second wheeling	0326
Turning up channels	0225
Cementing channels	0202
Rubbing down channels	0225
Heel slugging :	
One row or less	072
Heel shaving :	
Leather heel	081
Right and left heel	1215
Whole or part rubber	099
Stitched-around heel; 1½ price.	

Heel breasting:	Per 12 Pairs
Regular heel	\$0 045
Right and left heel	0675
Pulling lasts (Maximum)	045

E. E. TAYLOR COMPANY — BROCKTON.

MARCH 18, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vamps. (25)

The Board awards that the following prices shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed: Per 24 Pairs

Vamping, pattern No. 7; extra over price for regular circular vamp: \$0 2542

One-needle machine, two rows 2092

Two-needle machine, two rows

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (76)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Marking:	Per 36 Pairs
Pattern No. 162 x 50, Lotus gore; two lines on quarter	\$0 284
Pattern No. 165 x 35, Hudson tie; one line across top of quarter	14
Pattern No. 12 x 71-1, Tudor:	
Pointed design on vamp	30 1
Pointed design on quarter	28
Pattern No. 166 x 03, L. B. tie, eleven lines on tongue	42

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 19, 1925.

In the matter of the joint applications for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (112, 113)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

French-cord pressing:	Per 36 Pairs
Pattern No. 13201, Graceful; stops	\$0 12
Pattern No. 11201, Cutie; stops	12
French-cord stitching:	
Pattern No. 13201, Graceful; stops	06
Pattern No. 11201, Cutie; stops	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HARNEY SHOE COMPANY — LYNN.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and stitchers. (74)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harney Shoe Company at Lynn, for the work as there performed:

Fancy stitching, Vivian pattern:	Per 36 Pairs
All around pump quarter	\$1 44
Gimp stitching on quarter with point	84

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BUCKLEY SHOE COMPANY — BROCKTON.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Buckley Shoe Company of Brockton and employees. (237)

The Board awards that \$0.08 per 24 pairs shall be paid by the Buckley Shoe Company at Brockton for tacking on heel-pieces, as the work is there performed.

A. FREEDMAN & SONS, INC. — BROCKTON.

MARCH 19, 1925.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and employees in the making department. (61)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed upon the "work shoe":

	Per 24 Pairs
Pulling toe wires and anchor tacks	\$0 0475
Knocking out innersole tacks	055
Trimming seams by machine	10
Shanking, one operation	0625
Filling bottoms	065
Laying soles	10
Nailing heelseats	065
Leveling	11
Trimming heelseats	0475
Jointing by machine	12

METROPOLITAN SHOE COMPANY, INC. — WHITMAN.

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and vamps. (75)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

Vamping:

	Per 24 Pairs
Regular long vamps:	
One-needle machine, two rows	\$0 92
Two-needle machine, two rows	77
Circular vamps:	
One-needle machine, two rows	68
Two-needle machine, two rows	53
Sport bal.; extra	15
Blucher; one-needle machine, space row:	
With bar	70
Without bar	64
Third row, one-half or all around:	
One-needle machine	28
Two-needle machine	35
Extras:	
Holding in tongue	05
Bellows tongue	10
Stops:	
One-needle machine, two rows; stop on each side of throat, four stops per shoe	08
Two-needle machine; two stops per shoe	08

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and treers. (47)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

	Per 24 Pairs
Russets:	
Cleaned, washed, one coat of polish and ragged	\$0 88
Extra coat of polish	14
Extra ragging	14
Cleaned and washed	41
Kid, black or brown; cleaned, ironed and one coat of dressing	84

	Per 24 Pairs
Gun metal; cleaned, one coat of filler	\$0 45
Ironing black tops (high shoes); extra	14
Patent leather, high shoes or oxfords; cleaned and ragged	86
Single pairs or samples; 1½ price.	
Per week; \$30.50.	

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and sole-leather workers.
(60)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

	Per Week
Channeling and rounding innersoles	\$30 00
General, all-round sole-leather work	24 00

CHARLES A. EATON COMPANY — BROCKTON.

MARCH 20, 1925.

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and skivers.
(38)

The Board awards that there shall be no change in the prices paid by the Charles A. Eaton Company at Brockton for skiving by the piece, as the work is there performed.

METROPOLITAN SHOE COMPANY, INC. — WHITMAN.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between the Metropolitan Shoe Company, Inc., of Whitman and lasters. (94)

The Board awards that the following prices shall be paid by the Metropolitan Shoe Company, Inc., at Whitman, for the work as there performed:

	Per 24 Pairs
Tacking innersoles and trimming by hand	\$0 135
Assembling by hand:	
Shellac box; pasting and inserting counters, mating vamps, chalk-	
ing lasts with dry chalk, shellacking box, driving tacks at heel	
by hand	48
As above without shellac box	41
If dry chalk is not used; less	02
Pulling-over:	
Regular vulco box	40
Plain toe, no box	33
Side lasting by machine; including pulling ball and counter by hand	44
Side lasting by hand	70
Operating No. 5 bed machine:	
Dull leather:	
No box	1 06
With box	1 12
Colored leather:	
No box	1 18
With box	1 24
Colored kid:	
No box	1 12
With box	1 18
Patent leather:	
No box	1 18
With box	1 24
Extras:	
Inserting box	07
Lasting up or down	30
High toes	15
Picking counters (assembling)	025
Chalking lasts with wet chalk	03
Center perforation on tip:	
Pulling over	06
Operating	06
Cushion or felt innersoles	45
Arch counters	48
Crowning; per week, \$30.25.	

SECURITY SHOE COMPANY — LYNN.

MARCH 27, 1925.

In the matter of the joint applications for arbitration of a controversy between the Security Shoe Company of Lynn and employees in the stitching department. (105, 106)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Perforating, patterns Nos. 210 and 211:	Per 36 Pairs
Straight foxing	\$0 165
Punch	055
Through lining	055
Closed shoe	06
Stop	06

Marking, pattern No. 209:

Two rows on foxing	36
Twenty-eight cut-outs	63

Marking, pattern No. 208; vamp

22

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and stitchers. (129)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Security Shoe Company at Lynn, for the work as there performed:

Pattern No. 210, gimp stitching:	Per 36 Pairs
Base price, one-strap quarter	\$0 64
Point	18
Cut-out	57 $\frac{3}{4}$
Bobbin	12
Vamp, imitation diamond-wing tip	1 12
Circular vamp	40
Cut-out	29
Bobbin	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CAPITOL SHOE COMPANY, INC. — LYNN.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn and stitchers. (96)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company, Inc., at Lynn, for the work as there performed:

Fancy stitching; pattern No. 172:	Per 36 Pairs
Imitation collar, gimp stitching	\$1 33
Two rows, single-needle machine, with point	1 44
Saddle line on quarter	60
When threads are required to be pulled	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

MARCH 27, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., and stitchers. (77)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching:

Per 36 Pairs

Pattern No. 165 x 35, Hudson tie; stitching on collar . . . \$1 44

Pattern No. 166 x 03, L. B. tie; full bar on quarter, including hold-
ing tongue on quarter . . . 36

Pattern No. 162 x 50, Lotus gore:

Stitching on front, like saddle . . . 60

Stops . . . 06

Two rows on quarter, single-needle machine . . . 84

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

C. H. ALDEN COMPANY — ABINGTON.

MARCH 31, 1925.

In the matter of the joint application for arbitration of a controversy between the C. H. Alden Company, shoe manufacturer of Abington, and stitchers.
(51).

The Board awards that the following prices shall be paid by the C. H. Alden Company at Abington, for the work as there performed:

Stitching department:

Men's shoes:

Per 12 Pairs

Distributing work . . . \$0 0158

Blacking edges, vamp and tip . . . 0279

Staining edges, vamp and tip . . . 0389

Folding tongue lining by hand . . . 0921

Cementing tongue lining by hand . . . 0315

Stitching tongue lining to tongue . . . 0619

Marking lining . . . 0315

Folding front:

Cuban Congress, by machine . . . 0389

Cuban blucher, by hand . . . 1382

Seaming back, Congress . . . 0315

Making linings complete:

Bal. or blucher . . . 20

Button . . . 216

Oxford . . . 1188

Blucher oxford . . . 0388

Pulling ends and gluing . . . 0619

Rubbing lining (back seam):

Button . . . 0315

Oxford or blucher oxford . . . 0158

Centering lining . . . 0158

Trimming top-facing lining . . . 023

Cementing toe patch by hand . . . 0619

Marking for vamp:

Bal., blucher, button or blucher oxford . . . 0158

Oxford . . . 023

Marking eyelet row:

Nos. 1, 3, perforated; bal., or oxford or blucher oxford . . . 023

No. 8, bal. or oxford . . . 0315

Nos. 1, 3, 4, blucher . . . 046

One-half around blucher . . . 0388

Stitching eyelet row:

Nos. 1, 3, bal., oxford or blucher oxford, plain . . . 0547

Perforated bal. or oxford, two rows, plain . . . 1116

No. 8 anchor, cordovan; Nos. 1 and 3, bal. or oxford . . . 0921

Nos. 1 and 2, blucher . . . 1212

No. 4, blucher . . . 1515

One-half around, blucher . . . 075

Doubling and trimming top . . . 0547

Seaming top:

Bal., button, oxford or blucher oxford . . . 0388

Blucher . . . 0613

Rubbing back seam . . . 0163

Seaming front seam, button . . . 0763

Staying:

Top, Union Special machine, two-needle:

Bal., button, oxford or blucher oxford . . . 0388

Blucher . . . 055

	Per 12 Pairs
Back, Congress	\$0 046
Front seam, Union Special machine, two-needle; button	0619
Doubling and trimming foxing	0547
Seaming foxing	0388
Staying foxing	0388
Folding back by machine	0388
Folding backstay:	
Bal. or button, by hand	0619
Blucher, by hand	0921
Oxford or blucher oxford, by hand	0425
Staying leather lining, Congress	0547
Cementing vamp by machine	023
Folding vamp by machine	0656
Marking tip center:	
Straight tip	0243
Full wing tip	0485
Blucher	0213
Stitching toe patch	0315
Pounding toe patch by machine	0158
Doubling and trimming vamp:	
Bal. or button	046
Blucher, oxford or blucher oxford	034
Folding tip by machine	0388
Lining tip	0315
Punching tip:	
Regular plain center	023
Regular perforated center	0547
Doubling, trimming back lining	0921
Rubbing top	0163
Seaming back lining	046
Seaming front lining	046
Rubbing back lining	023
Rubbing front lining	023
Folding front lining by hand	0619
Cementing lining to back by hand	0751
Binding tongue, cloth shoe	0921
Cementing wing tip	0751
Perforating edge:	
Straight tip	035
Wing tip	1158
Perforating center, wing tip	0849
Perforating vamp	0675
Perforating foxing	0756
Marking for foxing	023
Marking for imitation foxing	0455
Perforating eyelet row	0675
Cementing foxing by hand	075
Staining or blacking wing tip	0279
Cementing toe patch to vamp	045
Trimming toe doubler	0158
Cementing toe doubler	0132
Staying lining	0388
Trimming stay tape	023
Centering tip (center punch only)	0158
Stitching top facing	046
Stamping top facing:	
Single name	046
Two names	091
Cementing top by machine	023
Folding tip:	
Bal. or blucher oxford, by machine	0874
Blu. or button, by machine	094
Folding:	
Cuban blucher front, by hand	0619
Special blucher	0547
Oxford, by machine	0656
Cloth blucher oxford, by hand	137
Small side, by machine	046

	Per 12 Pairs
Stitching backstay, outside:	\$0 1079
Bal. or button	1515
Cordovan bal.	0874
Oxford or blucher oxford	0315
Cloth oxford or blucher oxford	
Stitching backstay, first row, blucher:	
Regular	1613
With strap	1939
Stitching backstay, second row, blucher	075
Pulling ends and gluing:	
Cordovan, eyelet row	1619
Cordovan, perforated eyelet row	125
Stitching foxing:	
Two rows, one-needle machine	274
Three rows, one-needle machine	39
Four rows, one-needle machine	5066
Two rows, two-needle machine	1817
Trimming foxing	0388
Hook-and-eye-stay cementing:	
Bal. or blucher	046
Oxford or blucher oxford	0315
Hooking, automatic rapid machine	0315
Seaming top lining:	
Bal. or blucher	0874
Oxford or blucher oxford	1212
Fitting top to lining:	
Bal. or blucher	129
Button	1817
Oxford or blucher oxford	1479
Cording button	0388
Cementing box by hand	035
Stitching tip with box:	
Three-needle Union Special machine:	
Bal., button or oxford	085
Blucher or blucher oxford	091
One-needle machine, full wing:	
Three rows	3423
Four rows	455
Stitching box	0388
Seaming vamp:	
Regular bal. or button	0388
English-backstay bal.	075
Stay to vamp	0315
Tongue and stay to vamp	0619
Lining and tongue to vamp:	
Blucher	0874
Blucher oxford	0619
Rubbing vamp or seam	0158
Undertrimming:	
Bal., blucher or button	1772
Bal. with pull strap	2439
Oxford or blucher oxford	1917
Stitching front gore	2739
Stitching back gore	2739
Trimming small side, button	023
Marking for button holes	0388
Buttonholes	1545
Finishing buttonholes	0683
Stitching tip, extra rows:	
Single row	055
Two rows, two-needle Singer machine:	
First operation	075
Second operation	065
Shaping top by hand	02
Cementing lining	023
Marking tip for space stitching	023
Cementing top, Coward	0538
Folding top, Coward	0425
Marking for eyelets	0163

		Per 12 Pairs
Eyeletting:		
Half-length eyelet, high shoe; all eyelets, low shoe . . .		\$0 0388
Full-length eyelet, high shoe		075
Blackening edges, top		0388
Trimming lining, front		023
Stitching bellows tongue		2288
Trimming bellows tongue		0619
Lacing extra hole, by machine		0195
Bar and toe line		1079
Forming top (boys' bal.), bar and toe line, Coward		0315
Stitching lining, oxford		1988
Barring top and tongue to lining, oxford		085
Trimming stay		023
Barring, right and left		0619
Vamping, one-needle machine:		
Regular bal. or button		525
Circular-seam bal. or regular oxford		39
Cordovan bal.		565
Cordovan, circular-seam bal. or oxford		43
Regular blucher or blucher oxford		44
Seamless blucher		725
Bellows-tongue blucher		49
Cordovan, blucher or blucher oxford		48
Bellows-tongue cordovan		53
Extra row:		
Bar row		06
One extra row, bal. or blucher		165
Two extra rows, bal.		31
One extra row, oxford		165
Two extra rows, oxford		31
Pattern No. 252; extra:		
One-needle machine, two rows		087
Two-needle machine, two rows		0726
Barring front		0315
Barring button and toe line		1079
English backstay		1393
Trimming lining		023
Marking for buttons		046
Attaching buttons		0547
Buttoning		0315
Sewing lining front		0921
Stitching toe lining		0315
Lacing		0315
Lacing, extra hole, by hand		0315
Trimming blucher		0158
Pulling ends		046
Gluing		0158
Sorting		023
Stitching side lining		075
Rubbing vamp		0158
Staying vamp:		
Bal. or button		0388
English backstay		075
Lacing from first hole		0419
Equalizing		0195
Marking vamp for space stitching		0315
Snipping lining		0144
Samples and singles; 1½ price.		
Boys' shoes:		
Distributing work		0158
Blackening edges, vamp and tip		0095
Staining edges, vamp and tip		0389
Cementing tongue lining by hand		0315
Stitching tongue lining to tongue		0619
Marking lining		0315
Making lining, complete:		
Bal. or blucher		1845
Button		1845

	Per 12 Pairs
Oxford	\$0 1295
Blucher oxford	046
Centering lining	0158
Trimming top-facing lining	023
Marking for vamp:	
Bal., blucher, button or blucher oxford	0158
Oxford	023
Marking eyelet row:	
Nos. 1 and 3, perforated; bal., oxford or blucher oxford	0158
Nos. 1, 3 and 4, blucher	0315
Coward bal.	023
Stitching eyelet row:	
Nos. 1 and 3; bal., oxford or blucher oxford, plain	046
Nos. 1 and 2, blucher	0921
Coward bal.	0921
Seaming top:	
Bal., button, oxford or blucher oxford	0315
Blucher	055
Rubbing back seam	0158
Seaming front seam, button	075
Staying top, Union Special machine, two-needle; bal., button, oxford or blucher oxford	0315
Staying front seam, Union Special machine, two-needle; button	0619
Folding backstay, oxford or blucher oxford, by hand or machine	0424
Marking tip and center:	
Straight tip	0158
Blucher	023
Stitching toe patch	0315
Pounding toe patch	0158
Doubling and trimming vamp, bal. or button	0389
Lining tip	0315
Punching tip, regular plain center	023
Running top	0158
Stitching top facing	046
Stamping top facing, single name	046
Cementing top by machine	023
Folding top:	
Bal. or blucher oxford, by machine	07
Blucher or button, by machine	0874
Cuban blucher, front, by hand	1153
Special blucher	091
Oxford, by machine	065
Stitching backstay, outside; bal. or button	0921
Stitching backstay, first row; blucher, regular	1612
Pulling ends and gluing, cordovan eyelet row	0619
Hook-and-eye-stay cementing:	
Bal. or blucher	046
Oxford or blucher oxford	0315
Hooking, automatic rapid machine	0315
Fitting top to lining:	
Bal. or blucher	0642
Button	1212
Oxford or blucher oxford	1442
Cording, button	046
Cementing box by hand	0315
Stitching tip, three-needle Union Special machine; bal., button or oxford with box	0619
Stitching box	0389
Seaming vamp:	
Regular bal. or button	0389
English-backstay bal.	075
Tongue and stay to vamp	0619
Lining and tongue to vamp, blucher oxford	0619
Undertrimming; no change:	
Bal., blucher or button	1287
Bal. with pull strap	1457

	Per 12 Pairs
Oxford or blucher oxford	\$0 1602
Blucher oxford	1772
Trimming small side, button	023
Marking for buttonholes	046
Buttonholes	1545
Finishing buttonholes	0683
Wetting top (black shoes)	023
Marking for eyelets	0158
Eyeletting:	
Half-length eyelet, high shoe; all eyelets, low shoe	0389
Full-length eyelet, high shoe	075
Blacking edges, top	0389
Trimming lining, front	023
Vamping, one-needle machine:	
Regular bal, or button	42
Oxford	315
Blucher	355
Blucher oxford	355
Extra row, bar row	06
Barring front	0315
Barring button and toe line	1079
English backstay	11
Trimming lining	0158
Marking for buttons	0389
Sewing on buttons	0315
Buttoning	0315
Stitching toe lining	046
Lacing	0315
Lacing, extra hole, by hand	0315
Pulling ends	046
Gluing	0158
Sorting	023
Staying vamp:	
Bal, or button	0389
English backstay	075
Singles and samples; 1½ price.	

WILLIAMS, CLARK & CO. — LYNN. MARCH 31, 1925.

In the matter of the joint application for arbitration of a controversy between Williams, Clark & Co., shoe manufacturer of Lynn, and vamps. (124)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, the Board awards that \$2.50 per 100 pairs shall be paid by Williams, Clark & Co., at Lynn, for vamping, pattern No. 1631, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STONE, TARLOW COMPANY, INC. — BROCKTON.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Stone, Tarlow Company, Inc., shoe manufacturer of Brockton, and sole-fasteners. (107)

The Board awards that the following prices shall be paid by the Stone, Tarlow Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs	
	No. 1	No. 2
	Grade	Grade
Welting:		
Regular work	\$0 60	\$0 54
Barbour storm welt; 1½ price.		
Roughrounding	28	26
Goodyear stitching:		
White or surface stitch	72	68
Fudge stitch	64	62
Welting, roughrounding, or stitching, around heel; 1½ price.		
Samples and singles; 1½ price.		

A. J. BATES COMPANY — WEBSTER.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between the A. J. Bates Company, shoe manufacturer of Webster, and vampsers. (63)

The Board awards that the following prices shall be paid by the A. J. Bates Company at Webster, for the work as there performed:

Vamping:	Per 12 Pairs
Patterns Nos. 685, 639 and 6557-S	\$0 60
Classification:	
Pattern No. 6113; Class 3.	
Pattern No. 6213; Class 1.	
Pattern No. 1330; Class 1.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY — BROCKTON.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company of Brockton and solefasteners. (102)

The Board awards that there shall be no change in the prices paid by the Brockton Co-operative Boot and Shoe Company at Brockton, for the items of work submitted in the solefastening department, as there performed.

POOLE & JOHNSTON, INC. — BROCKTON.

APRIL 2, 1925.

In the matter of the joint application for arbitration of a controversy between Poole & Johnston, Inc., shoe manufacturer of Brockton, and solefasteners. (100)

The Board awards that there shall be no change in the prices paid by Poole & Johnston, Inc., at Brockton, for the items of work submitted in the solefastening department, as there performed.

CAPITOL SHOE COMPANY, INC. — LYNN.

APRIL 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn and vampsers. (136)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company, Inc., at Lynn, for the work as there performed:

Vamping, pattern No. 174:	Per 36 Pairs
Base price	\$0 81
Holding in braided strap	54

By agreement of the parties, this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY — LYNN.

APRIL 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and stitchers. (128)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.26 per 36 pairs shall be paid by the Security Shoe Company at Lynn for fancy-stitching quarter, patterns Nos. 210 and 211, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

APRIL 9, 1925.

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and stitchers. (134)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.48 per 36 pairs shall be paid by Borkum & Glott Shoe Company at Lynn for stitching imitation French cord on top of gore, pattern No. 140, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

APRIL 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (141)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that no extra for holding back straps in lining making, pattern No. 139, shall be paid by the Borkum & Glott Shoe Company at Lynn, as the work is there performed.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (133)

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence, the Board determines that the binder in question shall not be re-instated by the Borkum & Glott Shoe Company at Lynn as the Company was within its rights in discharging her.

CAPITOL SHOE COMPANY, INC. — LYNN.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn, and stitchers. (125)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.71 per 36 pairs shall be paid by the Capitol Shoe Company, Inc., at Lynn for stitching imitation binding, pattern No. 173, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON — LYNN.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and stitchers. (121)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by A. M. Creighton at Lynn, for the work as there performed:

Columbia shoe:	Per 36 Pairs
Stitching French binding	\$0 54
Pressing French binding	78
Taking care of ends	09

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HARNEY SHOE COMPANY — LYNN.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and stitchers. (137)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Harney Shoe Company at Lynn, for the work as there performed:

Pattern No. 62:	Per 36 Pairs
Fancy-stitching gores, two to a pair	\$0 66
Holding in stay	09
Stitching on straps, four to a pair	60

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BROCKTON.

APRIL 10, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and treers. (116)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Treeing:	Per 24 Pairs
Shoes with leather-covered wood heels; extra	\$0 12
Combination shoes:	
Vamp of patent leather, quarter of kid	1 00
Quarter of patent leather, vamp of kid	1 00
Vamp of patent leather, quarter of Russia calf	1 02
Quarter of patent leather, vamp of Russia calf	1 02
Vamp of patent leather, quarter of black calf	88
Quarter of patent leather, vamp of black calf	88

CAPITOL SHOE COMPANY, INC. — LYNN.

APRIL 14, 1925.

In the matter of the joint application for arbitration of a controversy between the Capitol Shoe Company, Inc., of Lynn and stitchers. (135)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Capitol Shoe Company, Inc., at Lynn, for the work as there performed:

Fancy stitching, pattern No. 171, single-needle machine:	Per 36 Pairs
First row	\$0 54
Second row	54
Gimp stitching:	
One row	54
Bobbin	06
Perforating, pattern No. 171	40

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MacLAUGHLIN SHOE COMPANY — LYNN.

APRIL 16, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and perforators. (73)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Perforating, pattern No. 3230:	Per 36 Pairs
Quarter:	
Base price	\$0 28
Clips	06
Interference	03
Vamp:	
Base price	145
Clips	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and cutters. (115)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the MacLaughlin Shoe Company at Lynn is within its rights in charging the damaged shoes in question to the cutters who cut them.

BENDER SHOE COMPANY — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and stitchers. (122)

The Board awards that the following prices shall be paid by the Bender Shoe Company at Lynn, for the work as there performed:

Pump stitching, Copley pattern:		Per 36 Pairs
Base price		\$1 17
Points		54
Formation		18
Stops		06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (130)

The Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Pump stitching:		Per 36 Pairs
Pattern No. 140:		
Base price		\$0 72
Formation		18
Over-strap		18
Knob		18
Pattern No. 141		1 62

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

COTTER SHOE COMPANY — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Cotter Shoe Company of Lynn and stitchers. (88)

The Board awards that the following prices shall be paid by the Cotter Shoe Company at Lynn, for the work as there performed:

Pump stitching, pattern No. 27 x 30, three-button gore:		Per 36 Pairs
Base price		\$1 26
Holding in one side of gore		225
Throwing back knife		06
Trimming		06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MERRILL, PORTER & CO. — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., shoe manufacturers of Lynn, and stitchers. (123)

The Board awards that the following prices shall be paid by Merrill, Porter & Co., at Lynn, for the work as there performed:

Pump stitching, pattern No. 343:		Per 36 Pairs
Base price		\$1 26
Formation		18
Throwing knife		24
Trimming		24
Stay		06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MURPHY, GORMAN, WATERHOUSE — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and stitchers. (104)

The Board awards that the following prices shall be paid by Murphy, Gorman, Waterhouse, at Lynn, for the work as there performed :

Pump stitching, pattern No. 2510 :		Per 36 Pairs
Base price		\$1 08
Vamp throat		36
Closed condition		06
Side formation		18
Front formation		18

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (72)

The Board awards that no extra for formation in pump stitching pattern No. 165785 shall be paid by Strout, Stritter & Co., Inc., at Lynn, as the work is there performed.

APRIL 23, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (111)

The Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed :

Pump stitching :		Per 36 Pairs
Pattern No. 165 x 21, Bonus :		
Base price		\$1 62
Formation		27
Pattern No. 148 x 42, Virginia :		
Base price		1 62
Side formation		18
Points		18
Waves		09

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

RICE & HUTCHINS, INC. — ROCKLAND.

APRIL 27, 1925.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Rockland, and employees. (126)

The Board awards that there shall be no change in the weekly wages paid by Rice & Hutchins, Inc., at Rockland for the items of edgemaking and solefastening submitted.

A. M. CREIGHTON — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and pressers. (89)

The Board awards that there shall be no change in the price paid by A. M. Creighton at Lynn for pressing French cord by machine, as the work is there performed.

STROUT, STRITTER & CO., INC. — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and pressers. (90)

The Board awards that there shall be no change in the price paid by Strout, Stritter & Co., Inc., at Lynn for pressing French cord by machine, as the work is there performed.

WATSON SHOE COMPANY — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and pressers. (91)

The Board awards that there shall be no change in the price paid by the Watson Shoe Company at Lynn for pressing French cord by machine, as the work is there performed.

WILLIAMS, CLARK & CO. — LYNN.

APRIL 29, 1925.

In the matter of the joint application for arbitration of a controversy between Williams, Clark & Co., shoe manufacturers of Lynn, and pressers. (92)

The Board awards that there shall be no change in the price paid by Williams, Clark & Co. at Lynn for pressing French cord by machine, as the work is there performed.

STROUT, STRITTER & CO., INC. — LYNN.

MAY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (139)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that three cents extra per twelve pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for cutting trimmings from cabaretta, as the work is there performed.

MAY 6, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (140)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that Strout, Stritter & Co., Inc., is within its rights in charging the damaged shoes in question to the cutters who cut them.

MURPHY, GORMAN, WATERHOUSE — LYNN.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and vampers. (151)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that no extra for handling in vamping pattern No. 2527 shall be paid by Murphy, Gorman, Waterhouse at Lynn, as the work is there performed.

MacLAUGHLIN SHOE COMPANY — LYNN.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the MacLaughlin Shoe Company of Lynn and perforators. (152)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the MacLaughlin Shoe Company at Lynn, for the work as there performed:

Perforating on Knight machine, with clips; patterns Nos. 3293 (Plaza),	
3302 (Bess), 3261 (Lila) and 3280:	Per 36 Pairs
Quarters; extra	\$0 06
Vamps; extra	03

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY — BROCKTON.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton, and employees. (109)

The Board awards that the following prices shall be paid by the Thompson Brothers Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Cementing base for rubber heels	\$0 027
Cementing base of rubber heels	027
Sorting shoes	026
Placing rubber heels by hand	12

BION F. REYNOLDS COMPANY — BROCKTON.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and employees. (110)

The Board awards that the following prices shall be paid by the Bion F. Reynolds Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring heel base for rubber heels	\$0 06
Cementing base for rubber heels	027
Cementing base of rubber heels	027
Placing rubber heels by hand	12

FIELD & FLINT COMPANY — BROCKTON.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and employees. (108)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

	Per 24 Pairs
Leveling foreparts, automatic machine	\$0 13
Tacking on heel-lifts	08
Tacking on heel-lifts if gouged	11

STROUT, STRITTER & CO., INC. — LYNN.

MAY 7, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (114)

The Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

	Per 36 Pairs
Stitching around end of strap on vamp throat, pattern No. 12 x 60, Alhambra	\$0 54
Stitching two rows across top of quarter:	
Pattern No. 12271, Tudor; two-needle machine, space row	30
Pattern No. 148 x 01, Juno; one-needle machine:	
Base price	48
Condition of stitching through lining	16
Pattern No. 148 x 42, Virginian; one-needle machine:	
Base price	48
Condition of stitching through lining	16

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SWARTZ SHOE COMPANY, INC. — LYNN.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (157)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.36 per 36 pairs shall be paid by the Swartz Shoe Company, Inc., at Lynn for pump-stitching throat of vamp, pattern No. 201, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and stitchers. (149)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.23 per 36 pairs shall be paid by the Swartz Shoe Company, Inc., at Lynn for pump stitching, pattern No. 200, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EMERSON SHOE MANUFACTURING COMPANY — ROCKLAND.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the lasting department. (117)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the lasting department, as there performed.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the stitching department. (118)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the stitching department, as there performed.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the vamping department. (119)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the vamping department, as there performed.

MAY 12, 1925.

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees in the finishing department. (120)

The Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for the items of work submitted in the finishing department, as there performed.

BORKUM & GLOTT SHOE COMPANY — LYNN.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (143)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Fancy stitching:

Pattern No. 140:

Gimp stitching on circular foxing	Per 36 Pairs
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Circular foxing, imitation	\$0 30
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Pattern No. 141, two-strap	24
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	81
--	----

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DONOVAN & GILES — LYNN.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Donovan & Giles, shoe manufacturers of Lynn, and stitchers. (160)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.44 per 36 pairs shall be paid by Donovan & Giles at Lynn for vamping pattern No. 24, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (156)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the con-

ditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching, pattern No. 12 x 70, Priscilla :	Per 36 Pairs
Design on quarter	\$3 15
Design on vamp	2 16

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 13, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (148)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.36 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for lining-making, pattern No. 145 x 43, Fulton, as there performed; siding up linings, both sides of shoes, after being vamped.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MAY 14, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (142)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching :	Per 36 Pairs
Pattern No. 12 x 51, garter-top quarter	\$0 54
Pattern No. 12 x 51, vamp throat	42
Straps, four to a pair	66
Priscilla, pattern No. 12 x 70; top of quarter, two-needle machine	60
Mira, pattern No. 12 x 80; top of quarter, one row	48
Straps, four to a pair	78

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EASTERN SHOE MANUFACTURING COMPANY — LYNN.

MAY 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and pressers. (163)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.44 per 36 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for hand pressing, pattern No. 340, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the the work in question.

MAY 18, 1925.

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and skivers. (164)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.48 per 36 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for skiving, pattern No. 340, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

FIELD & FLINT COMPANY — BROCKTON.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and lasters. (145)

The Board awards that the following prices shall be paid by the Field & Flint Company at Brockton, for the work as there performed:

X grade:	Per 24 Pairs
Assembling and side lasting; no extra.	
Operating No. 5 machine; extra	\$0 10

WALL, DOYLE & DALY, INC. — BROCKTON.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and lasters. (146)

The Board awards that there shall be no change in the price paid by Wall, Doyle & Daly, Inc., Brockton, for side lasting by stapling-machine method, including pulling ball and counter by hand, as there performed.

EQUITY SHOE COMPANY — LYNN.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Equity Shoe Company of Lynn and stitchers. (168)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Equity Shoe Company at Lynn, for the work as there performed:

	Per 36 Pairs
Stitching imitation French binding, pattern No. 454; no extra for conditions.	
Stitching imitation French binding on straps	\$1 17
By agreement of the parties this decision shall take effect as of the date of beginning the work in question.	

STANDARD SHOE COMPANY — LYNN.

JUNE 2, 1925.

In the matter of the joint application for arbitration of a controversy between the Standard Shoe Company of Lynn and stitchers. (169)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.17 per 36 pairs shall be paid by the Standard Shoe Company at Lynn for stitching imitation French binding on quarter, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHURCHILL & ALDEN COMPANY — BROCKTON.

JUNE 4, 1925.

In the matter of the joint applications for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (153)

The Board awards that \$0.36 per 24 pairs shall be paid by the Churchill & Alden Company at Brockton for cleaning, gumming and waxing on two brushes, natural full bottoms, unscoured, as the work is there performed.

JOSEPH F. CORCORAN SHOE COMPANY — BROCKTON.

JUNE 4, 1925.

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and finishers. (150)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs
Scouring top-lifts	\$0 10
Scouring leather heels, first operation	16
Wetting and smoothing leather heels, second operation	0925
Scouring rubber heels, 1 3/4-inch and under, two papers	18
Scouring breasts	046
Scouring breasts, two wheels	062
Blackening heels	0375
Expediting	20

Per 24 Pairs

Scouring bottoms, pinwheel and naumkeag attached	\$0 27
Staining full bottoms	16
Gumming full bottoms, white gum	14
Bleaching	065
Waxing and brushing, two brushes	185
Striping:	
Foreparts	0475
Three-quarters	0575
Full bottoms	0675
Brogue finish	40
Blacking bottoms and top-lifts	15
Rolling and polishing black bottoms and top-lifts and cleaning slugs .	36
Gumming top-lifts	04
Gumming full bottoms with gum stain, one operation	22
Painting or staining foreparts	12
Painting or staining full bottoms and top-lifts	19
Blacking:	
Top-lifts	0325
Top-lifts and breasts	045
Breasts	0325
Shanks, breasts and top-lifts, plain cut	13
Shanks, plain cut	095
Full bottoms	12
Rolling and brushing top-lifts and cleaning slugs	08
Wheeling:	
Breasts	045
Cut, plain	045
Sides	045
Around stitches	15
Cutting shank, plain	045
Waxing foreparts or full bottoms	105
Gumming foreparts before painting	045
Gumming full bottoms before painting	06
Polishing full bottoms on brush and cloth roll	27
Scouring orthopedic heel-breasts:	
One paper	0648
Two papers, one handling; 1 1/3 price.	
Two papers, two handlings; double price.	
Scouring bottoms, pinwheel and naumkeag attached:	
Rivet shank	34
Moulded shank	34

THOMSON-CROOKER SHOE COMPANY — BOSTON.

JUNE 4, 1925.

In the matter of the joint application for arbitration of a controversy between the Thomson-Crooker Shoe Company of Boston and cutters. (159)

The Board awards that the following prices shall be paid by the Thomson-Crooker Shoe Company at Boston, for the work as there performed:

Outside cutting:	Per Pair
Radiana	\$0 0725
Iris	0625
Leather-lining cutting, Anita	0175

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

JUNE 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and edgesetters. (132)

The Board awards that there shall be no change in the prices paid by the Marlborough Shoe Company, Inc., at Marlborough for the items of edgesetting submitted, as there performed.

JUNE 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and employees. (165)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough for the work as there performed:

Heel shaving, stitched-around heelseats on flange heels; $1\frac{1}{4}$ price. Per 12 Pairs
Heel scouring, stitched-around heelseats on flange heels:

First paper	\$0 07
Second paper	05

McKay sewing:

Thin shanks; no extra.

Last No. 500 or lasts of like nature; no extra.

This decision, by agreement of the parties, shall take effect as of the date of beginning the work of heel shaving and heel scouring in question.

JUNE 9, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (147)

The Board awards that there shall be no change in the prices paid by the Marlborough Shoe Company, Inc., at Marlborough, for the items of bed-machine lasting submitted, as there performed, except that \$0.03 per 12 pairs extra shall be paid for white shoes (welt work).

MURPHY, GORMAN, WATERHOUSE — LYNN.

JUNE 10, 1925.

In the matter of the joint application for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and stitchers. (166, 167)

The Board awards that the following prices shall be paid by Murphy, Gorman, Waterhouse, at Lynn, for the work as there performed:

Pump stitching:

Pattern No. 2527:	Per 36 Pairs
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Base price	\$1 44
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Points	18
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Throwing knife	06
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Pattern No. 2529:

Base price	1 62
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Formation; no extra.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WALDEN & PERRY, INC. — LYNN.

JUNE 10, 1925.

In the matter of the joint application for arbitration of a controversy between Walden & Perry Inc., shoe manufacturer of Lynn, and stitchers. (170)

The Board awards that \$0.18 per 36 pairs shall be paid by Walden & Perry, Inc., at Lynn, for trimming on three straps in pump-stitching pattern No. 8, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

CHURCHILL & ALDEN COMPANY — BROCKTON.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (67)

The Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton, for the work as there performed:

Vamping:

Diamond oxford; one-needle machine, two rows	Per 24 Pairs \$1 35
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Marmon oxford:

One-needle machine, two rows	1 16
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Extra row	36
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By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HUCKINS & TEMPLE, INC. — MILFORD.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., of Milford, and cutters. (138)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board makes the following award in the factory of Huckins & Temple, Inc., at Milford:

HAND AND MACHINE CUTTING.

CONDITIONS.

1. As near as possible, jobs shall be given out equally as to the amount of pay in the job and cutters shall receive their proportional share of all kinds of leather. This does not mean that the manufacturer must give leather to cutters who have no experience on that kind of leather.
2. As near a day's work as possible to be given to men.
3. Jobs are to be taken to the cutters and patterns given with the job.
4. Credit is to be given the men for side work.
5. Cutters are to replace all parts rejected by the sorters. Cutters' responsibility for quality ends when work is passed by sorters or inspectors. Cutters' responsibility for full cases ends after shoes leave matchmarker. Cutters are not responsible for wrong leather given with tags.
6. When jobs are finished each cutter is to tie up the work, whether cut in bulk or case.
7. Grindstones are to be kept in good order.
8. Boards are to be buffed at least once a week by cutters and the machine blocks are to be kept in good condition by the manufacturer.
9. Not more than three men on a set of patterns.
10. Cutters working by the piece shall not ring in on time clock.
11. Not more than five men on a set of dies.
12. Dies are to be kept in good cutting condition.
13. Not more than two pieces are to be returned on any job and not more than four pieces of broken skins given in a job (remnants).
14. Where there are no dies for certain sizes, such sizes are to be cut by hand at the hand piece price.
15. Sorters or crownmen are to be employed.
16. When sample remnants are given as a separate job, the price shall be price and one-half or by the day at the option of the cutter, or the same may be given to regular day men.
17. Spare and small jobs are to be given out by card or blackboard system.
18. Broken stock is to be day work or piece work at the option of the foreman.
19. Seamless blucher tops; when cut on machine same price as regular bal. tops.
20. All new patterns are to be taken up for price adjustment.
21. Pattern and die boys shall be employed.
22. Cutters are to verify footage before cutting job.
23. Jobs shall contain not more than three styles or three widths. Jobs containing more than three widths or three styles shall be paid one-half cent per pair extra. This shall not apply to jobs valued at \$8 or more.
24. Samples and single pairs, price and one-half in all classes; two-pair lots to be the same as single pairs.

CLASSIFICATION OF LEATHERS

Cutting whole shoes by hand:

Class 1:

Alligator; price and three-quarters.

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo, colored cabaretta, sharkskin, imported Glasco, colored Scotch grain.

Class 2:

Full-grain Russia calf and Russia sides, black and colored cordovan, ooze calf (whole shoes), Nubuck sides (whole shoes), black vici, colored pig, wax and French calf, colored Kaffor kid, imported Glasco, black Scotch grain.

Class 3:

Gun metal, box calf and sides, colored snuff sides, oil grain leather, colored patent leather, black pig, black Kaffor kid.

Class 4:

Patent leathers (excepting colored patent); patent colt, patent cowhide, enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Cutting whole shoes by machine:

Class 1:

Colors: kid, kangaroo, genuine buck (whole shoes), cabaretta, imported Glasco.

Balance: black glazed kangaroo.

Class 2:

Colors: full-grain Russia calf and Russia sides, cordovan, ooze calf (whole shoes), Nubuck (whole shoes), pigskin, Kaffor kid.

Balance: black cordovan, black ooze calf (whole shoes), black Nubuck sides (whole shoes), black vici kid, black patent vici kid, black elk, wax and French calf, colored Scotch grain.

Class 3:

Colors: painted snuff sides or calf (boarded or smooth), patent leather, oil grain.

Balance: gun metal, box calf and sides, black oil grain, imported Glasco, black Scotch grain, black pig, black Kaffor kid.

Class 4:

Patent colt, patent cowhide (except colored patent leather), enamel.

Class 5:

Canvas shoes, buff leathers, satin oil, split.

Embossed or stamped shark, seal, walrus, etc., to be placed in the class of sides or calf as the case may be.

Miscellaneous items:

When blocked:

Extra Points

Regular bal. tongues	$\frac{1}{2}$
Regular blucher tongues	$\frac{1}{2}$
Regular blucher-oxford tongues	$\frac{1}{2}$
Regular lace-oxford tongues	$\frac{1}{2}$
Regular long backstays, bal. or blucher; to heelseat	$\frac{1}{2}$
Regular small stay	$\frac{1}{2}$

When cut:

Regular bal. tongues	1
Regular blucher tongues	1
Regular blucher-oxford tongues	$\frac{3}{4}$
Regular lace-oxford tongues	$\frac{3}{4}$
Regular long backstays, bal. or blucher; to heelseat	1
Regular small stay	1

Bellows or other than regular tongue, or stay other than regular stay; pattern to be pointed.

Right and left tip; $\frac{1}{4}$ point over regular straight tip.

Shield, wing or other than regular tip; pattern to be pointed.

Plain-toe vamp; the same as short vamp with tip.

Whole-toe vamp with tip; $\frac{1}{2}$ point extra.

Seamless bal. vamp, blocked; $\frac{1}{2}$ point less.

Full-tongue blucher vamp; 1 point extra.

Notches; $\frac{1}{4}$ point per notch.

Slashes; $\frac{1}{8}$ point per slash.

Pricking holes; \$0.00 $\frac{1}{16}$ per hole.

Outside cutting by hand:

Seamless bal.:

Pattern No.

Points

Vamp	41	$4\frac{1}{2}$
Top	112	$3\frac{1}{2}$
Tip		1

 9

Whole-quarter bal.:

Vamp, square corner	443	5
Quarter	455	$4\frac{1}{2}$
Tip		1

 10 $\frac{1}{2}$

Whole-quarter bal.:		Pattern No.	Points
Vamp	. . . . .	39	5
Quarter	. . . . .	113	4 $\frac{3}{4}$
Tip	. . . . .		1
			<hr/> 10 $\frac{3}{4}$
Foxed bal.:			
Vamp	. . . . .	2	3 $\frac{1}{2}$
Top	. . . . .	238	4
Foxing	. . . . .	367	3
Tip	. . . . .		1
			<hr/> 11 $\frac{1}{2}$
Foxed bal.:			
Vamp, square corner	. . . . .	168	5
Top	. . . . .	685	4
Foxing	. . . . .	332	3
Tip	. . . . .		1
			<hr/> 13
Whole-quarter blucher:			
Vamp	. . . . .	30	4 $\frac{1}{2}$
Quarter	. . . . .	275	4 $\frac{1}{2}$
Tip	. . . . .		1
			<hr/> 10
Foxed blucher:			
Vamp	. . . . .	25	4 $\frac{1}{2}$
Top	. . . . .	272	4
Foxing	. . . . .	323	3
Tip	. . . . .		1
			<hr/> 12 $\frac{1}{2}$
Oxford, lace:			
Vamp	. . . . .	39	5
Quarter	. . . . .	118	3 $\frac{3}{4}$
Tip	. . . . .		1
			<hr/> 9 $\frac{3}{4}$
Oxford, square-corner vamp:			
Vamp	. . . . .	443	5
Quarter	. . . . .	444	3 $\frac{1}{2}$
Tip	. . . . .		1
			<hr/> 9 $\frac{1}{2}$
Oxford, foxed:			
Vamp, square corner	. . . . .	168	5
Top	. . . . .	329	3 $\frac{1}{2}$
Foxing	. . . . .	330	5
Tip	. . . . .		1
			<hr/> 14 $\frac{1}{2}$
Front-faced foxed oxford:			
Vamp	. . . . .	2	3 $\frac{1}{2}$
Top	. . . . .	355	3 $\frac{1}{2}$
Foxing	. . . . .	354	4 $\frac{1}{2}$
Front facing	. . . . .	356	1 $\frac{3}{4}$
Tip	. . . . .		1
			<hr/> 14
Apron oxford:			
Vamp	. . . . .	165	4 $\frac{1}{2}$
Foxing	. . . . .	288	4
Full apron	. . . . .	288	5 $\frac{1}{2}$
			<hr/> 14

Whole-quarter blucher oxford :		Pattern No.	Points
Vamp		30	4½
Quarter		285	3½
Tip			1
			9
Apron blucher oxford :			
Vamp		146	4½
Foxing		106	4
Apron		107	4
Tip			1
			13½
Gaiter blucher oxford :			
Vamp		146	4½
Foxing		116	3
Gaiter		117	5
Tip			1
			13½
Diagonal-corner oxford :			
Vamp		141	8
Top		214	4
Tip			1
			13
High-nose foxed oxford :			
Vamp		184	5
Foxing		185	3½
Top		186	3½
Tip			1
			12¾
Whole-shoe cutting :			
By hand :		Value per point	
Class 1		\$0	00879
Class 2			00779
Class 3			00733
Class 4			0066
Class 5			00586
By machine :			
Class 1 :			
Colors			00689
Balance			00642
Class 2 :			
Colors			00612
Balance			00574
Class 3 :			
Colors			00574
Balance			00533
Class 4			0048
Class 5			0043
Jobs amounting to \$3.50 or less; 10% more than base price.			
Oxford leather quarter linings :			
Classification of leathers :			
Class 1: Colored vici, Russia-calf pieces, gun-metal pieces.			
Class 2: Bleached calf, bleached side, ooze split, colored calf stock.			
Class 3: Colored sheep, black sheep, white sheep.			
Samples and singles (two pairs to be considered as a single) ; 1½ price.			
Lace oxfords, right and left, pattern No. 570 :			Per Pair
Class 1		\$0	02515
Class 2			02238
Class 3			02130
Blucher oxfords, right and left, pattern No. 525 :			
Class 1			02957
Class 2			02619
Class 3			02483

RICE & HUTCHINS, INC. — MARLBOROUGH.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and employees in the Curtis factory. (48)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough, for the work as there performed :

MEN'S, BOYS' AND LITTLE GENT'S SHOES.

Cutting department:

No change except as follows:

Whole-shoe cutting; per week, \$36.

Leather linings:

	Per 12 Pairs
Nos. 297, 328, 329, 332, men's blucher oxford	\$0 19
Nos. 317, 330, 335, men's circular oxford	17
No. 308, little gent's circular oxford	17
No. 309, little gent's blucher oxford	19
No. 290, whole quarter and two-piece toe, men's blucher	41
No. 294, men's bal. quarter and two-piece toe	38
No. 93, men's bal.	38
No. 290, quarter and one-piece toe	41

Apprentice prices to be reduced proportionally.

Stitching and vamping departments:

Two-needle vamping; 5% reduction.

Other operations submitted, designated as red- and green-tag grade; 5% reduction.

Other operations submitted, designated as pink- and yellow-tag grade (the price now being the same as is paid for the red- and green-tag grade); 10% reduction from the price now paid.

Vamping per week; \$26.50.

Lasting department:

Trimming innersole heelseats; no change.

Tacking innersoles by machine; 5% reduction.

Cobbling; per week, \$25.

Side lasting on staple machine:

Red- and green-tag grade; 5% reduction.

Pink- and yellow-tag grade; 10% reduction.

Other operations submitted, designated as red- and green-tag grade; 5% reduction.

Other operations submitted where separate prices exist for the pink- and yellow-tag grade; 5% reduction.

Making department:

Leveling; no change.

Heel breasting; no change.

Jointing; no change.

Finishing department:

Day prices; no change.

Making and finishing departments:

Other operations submitted, designated as red- and green-tag grade; 5% reduction.

Other operations submitted where separate prices exist for the pink- and yellow-tag grade; 5% reduction.

Where no separate price exists for the pink- and yellow-tag grade (the price being the same as is paid for the red- and green-tag grade); 10% reduction from the price now paid.

E. E. TAYLOR COMPANY — BROCKTON.

JUNE 23, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vamps. (69)

The Board awards that for vamping the Cube blucher (one-needle machine, two rows, space) \$0.085 per 24 pairs more than the price for the regular blucher shall be paid by the E. E. Taylor Company at Brockton, for the work as there performed on men's and women's shoes.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BION F. REYNOLDS COMPANY — BROCKTON.

JULY 1, 1925.

In the matter of the joint application for arbitration of a controversy between the Bion F. Reynolds Company, shoe manufacturer of Brockton, and sole-fasteners. (171)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that there shall be no change in the prices paid by Bion F. Reynolds Company at Brockton for Good-year-welting shoes with shoulder innersoles, as the work is there performed.

KNIPE BROTHERS, INC. — HAVERHILL.

JULY 2, 1925.

In the matter of the joint application for arbitration of a controversy between Knipe Brothers, Inc., shoe manufacturer of Haverhill, and employees. (158)

The Board awards that there shall be no change in the prices paid by Knipe Brothers, Inc., at Haverhill, for the items of work submitted as there performed, except as follows:

Cutting by hand (black shoes):	Per 12 Pairs					
	Vamp	Tip	Top	Foxing	Fly	Holes
Whole-quarter blucher .	\$0 32	\$0 09	\$0 29			
Straight foxed blucher .	32	09	23	\$0 15		
Seamless blucher . . .	39	09	25			
Seamless bal.	37	09	23			
Plain-toe bal.	40		23			
Seamless button	37	09	25		\$0 08	
Congress	37	09	29			
Plain-toe Congress . . .	40		29			
Foxed button bal. . . .	33	09	25	15	08	
Plain-toe blucher . . .	35		29			\$0 04
Straight foxed, plain-toe blucher . . .	35		23	15		04
Seamless bal., pattern No. 216	37	15	23			16
Blucher oxford	31	09	19			
Straight foxed blucher oxford	31	09	20	15		
Seamless button oxford	37	09	21		08	
Circular-seam, foxed button oxford . . .	31	09	22	15	08	
Circular-seam oxford . .	31	09	19			
Prince Albert, plain toe	37		30			
Southern toe, plain toe	37		29			
Circular-seam oxford, plain toe	33		19			
Saddle foxed bal., saddle No. 1	33	09	23	15		10
Saddle No. 1; \$0.11.						
Saddle No. 2; \$0.22.						
Seamless oxford	37	09	20			
One-half-seamless foxed bal.	32	09	23	15		02
Doved foxed bal. . . .	32	09	23	15		
Circular-seam foxed oxford, style No. 6 . .	31	09	20	15		
Andover foxed oxford . .	31	09	20	15		02
Andex foxed oxford . .	31	09	20	15		02
Dexter bal.	32	09	29			02
Brogue foxed oxford, wing	31	27	20	15		14
Alamo oxford	31	09	19			10
Dexter oxford	31	09	19			
Swag circular-seam bal., wing	31	21	29			10
Andover foxed bal. . . .	32	09	23	15		02
Hockey circular-seam oxford, wing	31	27	19			16

	Vamp	Tip	Per 12 Pairs		Fly	Holes
			Top	Foxing		
Raglan circular-seam bal., wing . . .	\$0 32	\$0 15	\$0 29			\$0 06
Hockey circular-seam bal., wing . . .	31	27	29			16
Blucher oxford, plain toe . . .	33		19			
Brogue foxed bal., wing	31	27	23	\$0 15		14
Vogue foxed bal., wing	31	27	23	15		14
Zip faced foxed oxford	31	09	19	15	Facing, 15	
Old Koda foxed oxford	31	09	19	19		02
Swag circular-seam oxford, wing . . .	31	21	19			10
Raglan circular-seam bal., wing . . .	32	15	29			06
Raglan circular-seam oxford, wing . . .	32	15	19			08
Kosmos bal. . . .	32	09	29			02
Wanna bal. . . .	32	09	29			02
Eton bal. . . .	32	09	29			02
Alamo bal. . . .	32	09	29			02
Hockey blucher, wing .	32	27	29			14
Dazer oxford . . .	43	15	10			06
Duva foxed oxford . .	31	21	20	15		14
Round blucher . . .	32	09	29			02
Roma bal. . . .	35	12	29			
Orby bal. . . .	38	09	29			
Orby oxford . . .	38	09	19			
Circular-seam bal., wing	32	15	29		Backstay, 06	06
Fiska foxed oxford, wing	31	17	20	15		16
Fiska foxed oxford .	31	09	20	15		16
					Collar	
Marlo oxford . . .	31	09	15		\$0 20	12
Argo oxford . . .	33		19		40	08
Golf blucher oxford, wing	31	21	19		15	04
Kania foxed oxford .	31	09	19	19		04
Golf blucher oxford No. 4, wing No. 3 . . .	31	11	16		15	04

	Vamp	Tip	Per 12 Pairs		Holes
			Top	Collar	
Konyer circular-seam oxford, wing, No. 3 . . .	\$0 31	\$0 11	\$0 15	\$0 15	\$0 04
Zuba circular-seam oxford . .	38	09	22		
Stag circular-seam oxford . .	31	09	19		
Stag circular-seam oxford, wing .	31	10	19		04
Tech three-eyelet tie . . .	31	09	19	28	12
Tech three-eyelet tie, plain toe .	33		19	28	12
Golf blucher oxford, No. 5½ . .	31	09	19	15	04
Rugg oxford . . .	38	09	19		
Kreg blucher oxford, wing . .	31	13	19	28	20
Eco circular-seam oxford . .	31	09	19		
Moulder's shoe . . .	36		28		20
Tab . . . \$0 055					
Counter pocket . . . 07					
Front . . . 08					
Backstay . . . 055					
Outside facings . . . 09					
Wing tip, No. 10 . . . 18					

cutting by machine (black shoes) ; 1/3 less than the price for cutting by hand.
 lock cutting:

Pieces:	Per 12 Pairs
Bal. or blucher tongues	\$0 03
Bal. or blucher-oxford tongues	025
Backstays, No. 15	0375
Bal. or blucher, whole facings	065
Bal. or blucher lining, heel stays	03
Women's heel-pods	025
Whole stock; bal. or blucher, whole facings	0375

Cutting:		Per Week
Outsides		\$40 00
Tops		30 00
Moccasin innersoles		22 08
Cloth linings:		
By hand		35 52
By machine		27 60
Trimmings		27 60
Block cutting		25 00
Skiving		21 60
Crimping		22 08
Casing:		
Trimmings		25 00
Linings		22 08
Skiving; pressed work:		Per 12 Pairs
Seamless vamps, throat and sides		\$0 0425
Circular vamps, throat and sides		0425
Bal. or blucher tops, top and corner		036125
Bal. or blucher tops, top		031875
Button bal. tops, top		031875
Bal. or foxed-blucher tops, top and front		04675
Blucher quarters, top and front		051
Circular-seam oxford quarters, top and front		0425
Blucher-oxford quarters, top and front		04675
Blucher golf-oxford quarters, top		031875
Blucher golf-oxford collars, top and front		04675
Luxo or Konyer blucher quarters, top		031875
Luxo or Konyer blucher collars, front		034
Fiska oxford quarters, top and front		040375
Fiska oxford foxings, top		017
Nugo oxford outside facing, front		031875
Nugo oxford quarters, top		031875
Dazer oxford quarters, top		0425
Kania oxford quarters, top		031875
Kania oxford foxings, front		031875
Congress tops and edging, front and back		07225
Women's one-strap quarters, top		068
Tips, pressed or corded		017
Button-flies, top and sides		023375
Foxings, top		036125
Golf oxford, No. 5 quarters, blucher tops		031875
Golf oxford, No. 5 collar, blucher front		034
Wala oxford quarters, top and front		0425
Voda oxford quarters, top and front		04675
Koda blucher-oxford quarters, top and front		044625
Koda blucher-oxford foxings, top		017
Zip oxford quarters, top		02975
Zip oxford facings, top		031875
Zip oxford foxings, top		017
Marlo oxford quarters, top		031875
Marlo oxford collars, top		034
Counter pockets, moulder's shoe		034
Congress fronts, top and sides		036125
Congress backs, top and sides		036125
Ray oxford foxings, top		017
Ward oxford quarters, front		02975
Ward oxford facings, top		036125
Three-eyelet tie quarters, top and front		051
Three-eyelet tie apron, vamp line		034
Kreg blucher-oxford quarters, top and front		051
Kreg blucher-oxford apron, vamp line		034
Kreg wing tips		034
Women's blucher-oxford quarters; top, front; and blucher		06
Samples		204
Edging:		
Seamless vamps, throat, sides and back		04
Circular-seam vamps, throat and sides		0275
Blucher vamps, throat and sides		0275

	Per 12 Pairs
Bal. tops, front	\$0 0175
Blucher tops, front	02
Bal. tops, top and front	0275
Blucher tops, top and front	03
Cut-off vamps, front	02
Bal. tops, bottom and back	0275
Foxed-blucher tops, bottom and back	0275
Circular-seam oxford quarters, back and throat	0275
Blucher-oxford quarters, back and throat	0275
Whole-quarter blucher or bal., back and throat	03
Luxo or Konyer blucher-oxford quarter; back and front	025
Luxo or Konyer blucher-oxford collars; throat and back	0275
Fiska oxford foxings; back, front and foxing line	04
Dover oxford foxings; back, front and foxing line	04
Fiska oxford foxings; front and foxing line	0275
Dover oxford foxings; front and foxing line	0275
Fiska oxford quarters; front and foxing line	0325
Nugo oxford outside facings, back and front	0275
Nugo oxford quarters, front and back	03
Nugo oxford quarters, front	0175
Argo collar, throat and front	055
Dazer oxford quarters, bottom and back	0275
Dazer oxford vamps; throat, side and back	045
Kania oxford foxings; back, front, top and side	045
Kania oxford quarters; back, front side and bottom side	045
Golf oxford No. 5; tips, collar edge, edged thin	0375
Golf oxford No. 5, quarters; back and front	025
Golf oxford No. 5, collars; throat and back	0275
Wala oxford tops; throat, back and bottom	0275
Wala oxford vamps, throat and sides	0275
Wala oxford foxings; top, back and front	0375
Voda oxford foxings; foxing line and back	025
Voda oxford tops; back, front and foxing line	0325
Voda oxford, front and foxing line	0275
Koda oxford foxings; back, front and foxing line	0425
Koda oxford foxings, front and foxing line	0275
Koda oxford quarters, bottom and foxing line	03
Zip oxford foxings, back and foxing line	025
Zip oxford facings, bottom and front	0225
Zip oxford quarters; foxing line, front and top	0425
Sheepskin covers, cushion innersoles	0325
Marlo oxford vamps, throat and sides	0275
Marlo oxford collars, front and back	0275
No. 12 wing tip	0275
No. 10 wing tip	0175
No. 7 and No. 15 backstay, sides	0175
Ward oxford quarters, front and top	0325
Kreg or three-eyelet-tie vamps, vamp line	0275
Stag oxford butters, thin scarf	0175
Duva oxford vamps, throat and front	05
Duva tip	0225

Stitching department:

Perforating:

Per Hour

Lace row, vamps and quarters	\$0 46
Foxings, on plate or machine	46
Pinking	46
Scalloping tips	46

Marking:

Per 12 Pairs

Vamps for tips and quarters	\$0 02
Center on vamps	02

Doubling:

Short vamps	02
Long vamps	0275
Bal. or blucher tops	035
Oxford tops	0225
Oxford quarters	035
Foxings	025

	Per 12 Pairs
Eyelet stays	\$0 0275
Backing for lace-row perforation	0275
Button stays	0275
Side pieces, blucher vamps (paper)	0325
Golf collars	035
Corded vamp (stay and string and cut)	09
Corded high quarters, front (stay and string and cut)	135
Corded high quarters, back (stay and string and cut)	09
Corded low quarters, front (stay and string and cut)	09
Matchmarking vamps	02
Matchmarking tops	035
Stitching tips:	
Regular	0475
Corded, one row	0525
Second row, second operation	0325
Army seamless blucher	0525
Wing; per hour, \$0.46.	
Stitching toe butters	0375
Closing:	
Foxed-blucher, bal. or button tops	0275
Blucher or bal., whole quarters	03
Oxford quarters	0275
Southern-tie quarters	025
Foxings	0275
Bal. vamps, one seam	03
Bal. vamps, two seams	06
Button-fly (Singer machine)	05
Leather linings	0275
Closing with welt:	
Bal. vamps, one seam	0375
Bal. vamps, two seams	065
Oxford quarters	035
Foxings	035
Prince Albert quarters	0375
Stitching tongues:	
Blucher or blucher-oxford	045
Blucher or blucher-oxford, holding linings	0575
Bellows tongues, two rows	135
Lining on tongues	0375
Rubbing down by hand, whole quarters, blucher or bal.	0175
Staying with tape:	
Whole quarters, blucher or bal.	0425
Oxford quarters	0325
Bal. vamps, one seam	04
Bal. vamps, two seams	08
Foxings	0275
Button-flies	0425
Stitching backstays:	
Oxford or bal., No. 6 or No. 7	075
Whole-quarter blucher or bal., No. 15 or No. 16 1/4	11
No. 17, two rows	125
Hooking:	
With stay	0375
Without stay	0275
Cementing:	
Pressed work except tips	0225
Tips	01
Pressing by machine:	
Blucher, No. 6 fitting	065
Bal., No. 6 fitting	0575
Button bal., No. 6 fitting	065
Round-nose blucher, No. 6 fitting	085
Bal., fronts	045
Blucher, fronts	045
Blucher or bal., No. 15 fitting	0475
Blucher oxford or golf blucher No. 5	065
Circular-seam oxford	0525

	Per 12 Pairs
Seamless bal., ramps	\$0 05
Golf oxford, No. 4 fitting	085
Button oxford	06
Button-fly	0375
Congress, front and back	0775
Prince Albert, front and back; per hour, \$0.46.	
Southern tie; per hour, \$0.46.	
Golf oxford, No. 1	0525
Button; top and fly, No. 15 fitting	0575
Golf oxford, No. 2	04
Three-eyelet tie	085
Cementing, except tips; extra	0225
Making linings:	
Bal., stitching stay and holding tongue	14
Blucher, stitching across heel stay	12
Button, stitching across heel stay	11
Circular-seam oxford	1225
Blucher oxford	0575
Leather-faced oxford	14
Button oxford	08
Leather, blucher or bal., one seam	0275
Congress; per hour, \$0.46.	
Inside heel stay	045
Stitching top facings, Rapid machine	03
Stitching inside labels; per hour, \$0.46.	
Making cushion innersoles, complete	46
Cementing for cording	015
Cording	045
Cording, complete	06
Closing on	045
Top stitching (held-on work):	
Blucher, bal. or button	195
Blucher or bal., corded work	13
Blucher oxford	14
Three-eyelet tie	145
Button oxford	145
Button bal., corded work	14
Southern tie	195
Army blucher, bellows tongue	365
Fitting Congress; per hour, \$0.46.	
Fitting Prince Albert; per hour, \$0.46.	
Eyeletting:	
Regular:	
Five eyelets	03
Six eyelets	0325
Seven eyelets	035
Ten eyelets	05
Invisible:	
Three eyelets	0325
Five eyelets	0325
Six eyelets	035
Seven eyelets	0375
Ten eyelets	0525
	Per Hour
Marking for buttonholes	\$0 46
Marking for buttons	46
Working buttonholes	46
Sewing buttons	46
Finishing buttonholes	46
Stitching tape on button-fly	46
Vamping; two-needle machine, close or space row:	
	Per 12 Pairs
Seamless bal., button or Congress	\$0 32
Blucher or blucher oxford, with bar	225
Blucher or blucher oxford, no bar	175
Seamless blucher, with bar	32
Regular circular seam, bal. or oxford	19
Konyar, Nugo, Wala, Kania or Kelo	19

	Per 12 Pairs
Ray, Stag, Zip or Koda	\$0 19
Circular seam, bal. or oxford	22
Wanna, Dover, Argo, Roma	22
Circular seam, bal. or oxford	25
Kosmos, Dexter, Fiska, Orby or Face	25
Way, Marlo or Eco	25
Blucher or blucher oxford, heavy row	175
Vamping; one-needle machine, two rows:	
Three-eyelet tie, with bar	31
Army seamless blucher, with bar	505
Vamping, special space; extra	0275
Barring:	
Blucher or blucher oxford; front, two bars	04
Bal. or foxed blucher; back, one bar	025
Button; front and back, two bars	0375
Button-fly, one bar	025
Circular-seam bal. or oxford throat	03
Ensign lacing:	
Circular-seam bal. or oxford	03
Blucher or blucher oxford	025
Buttoning	05
Stapling box toes	0325
Stapling leather box toes	0375
	Per Week
Sample stitcher	\$24 00
Sample stitching	22 08
Fancy stitching	22 08
Floor girls	22 08
Cobbling	22 08
Sample vampper	28 80
Bench girls; \$12 to \$18.	
	Per 12 Pairs
Stockfitting department; outsoles, all kinds	\$0 17
Sole-leather department; per week:	
Casing outsoles	\$27 00
Innersole cutting	24 00
Rolling and splitting	22 08
Lasting department:	
Tacking innersoles:	
Gem, five tacks	0325
Flexible, nine tacks	0475
Assembling	12
Pasting leather boxes and soft toes	0225
Trimming heels, innersoles	0225
Pulling-over	155
Slipping box toes	0275
Side lasting and spindling heelseats	38
Bed lasting:	
Lasting and pounding heelseats	38
Anchor tacks; extra	04
Per week:	
Putting up lasts and uppers	\$26 40
Crowning	27 00
Welt making department:	
Upper stapling	0275
Side counter tacks and wire pulling	055
Welting:	
Regular work	22
Rubber, imitation cork welt; 1½ price.	
Leather, imitation cork welt; 1½ price.	
Storm welt; 1½ price.	
Pulling innersole tacks:	
Gem, five tacks	03
Flexible, nine tacks	045
Pulling toe wire; extra	0175
Pulling shank tacks; extra	0175

	Per 12 Pairs
Trimming innerseams	\$0 045
Laying outsoles	0525
Roughrounding	1125
Roughrounding, around heel; 1½ price.	
Rapid stitching:	
Black stitch	24
White stitch	26
Black stitch, around heel; 1½ price.	
White stitch, around heel; 1½ price.	
Black stitch, rubber, imitation cork welt; 1½ price.	
White stitch, rubber, imitation cork welt; 1½ price.	
Black stitch, storm welt	24
White stitch, storm welt	26
Black stitch, leather, imitation cork welt	24
White stitch, leather, imitation cork welt	26
Black stitch, two rows	48
White stitch, two rows	52
Black stitch, two rows and one row around heel	60
White stitch, two rows and one row around heel	65
Beating out	055
Per week:	
Tack inspecting and checking \$24 00	
Cobbling 25 00	
Making and finishing department:	
Shaving heels:	
Regular work:	
McKay machine	05
Ultima machine	075
Rubber:	
McKay machine	06
Ultima machine	08
Women's Ultima machine	085
Trimming, jointing and randing	31
Trimming	26
Trimming crepe soles, edges and heels; 1½ price.	
Trimming edges and heels; 1½ price.	
Edgesetting, blacking and brushing	18
Edgesetting, blacking, wheeling and brushing; women's	2175
Edgesetting samples	38
Heel-burnishing	0675
Finishing:	
Buffing, naumkeaging and brushing, regular work:	
Including top-lifts	11
Rubber heels	09
Buffing edges, natural bottoms	0325
Bleaching:	
Forepart, shank and top-lift	025
Forepart and shank	0225
Forepart	0175
Painting:	
Forepart, shank, breast and top-lift	04
Forepart and shank	035
Forepart	0225
Brushing:	
Forepart, shank, breast and top-lift	04
Forepart and shank	035
Forepart	0225
Staining, polishing, rolling, waxing and polishing:	
Forepart, shank and top-lift	145
Forepart and shank	13
Forepart	11
Blackening:	
Forepart, shank, breast and top-lift	0275
Shank, breast and top-lift	025
Shank and breast	0225
Breast and top-lift	0175
Breast	015

	Per 12 Pairs
Staining and brushing breast	\$0 0275
Brushing top of edge	0275
Burnishing and scratching slugs:	
Shank and top-lift	06
Whole bottom and top-lift	075
Shank panel	0375
Shank and breast	0375
Forepart and shank	0475
Top-lift	0375
Treeing department:	
Black leather, not ironed:	
Alligator	175
Eric	175
Elk	175
Scotch grain	175
Box calf, oxford	175
Boarded kip, oxford	175
Boarded calf, oxford	175
Boarded side, oxford	175
Black leather, ironed:	
Boarded kip, high	22
Boarded calf, high	22
Boarded side, high	22
Box calf, high	22
Kangaroo	22
Vici	22
Calf	22
Kaffor kid	22
Cow grain	22
Gun metal	22
Patent colt	36
Samples	54
Colored leather, ironed:	
Havana brown vici	22
Tan vici	22
Calf	295
Kaffor kid	295
Boarded side	295
Boarded calf	295
Boarded kip	295
Willow calf	295
Boarded willow	295
Side	295
Kip	295
Colored leather, not ironed:	
Alligator	265
Eric	265
Lotus	265
Elk	265
Scotch grain	265
Colored leather, by hand or machine; sizing, brushing tops of edges, cleaning, ironing (ironing by hand if necessary), applying one coat of material	295
Brushing and ragging	085
Dressing, all over:	
Three coats, handled thrice	1125
Two coats, handled twice	075
One coat	0375
Lacing	03
Lacing, samples	06
Buttoning	03
Brushing heels and edges	03
Packing	055
	Per Week
Inspecting	\$20 00
Repairing gun metal	21 00

	Per Week
Repairing tan	\$20 00
Dressing	20 00
The working hours per week shall be forty-eight, and the foregoing prices are based thereon.	

**ALDEN BROTHERS COMPANY, FRANCIS S. CUMMINGS COMPANY,
WHITING MILK COMPANIES — BOSTON.**

Under an arbitration agreement between Alden Brothers Company, Francis S. Cummings Company and the Whiting Milk Companies, of Boston, and employees, members of Milk-Wagon Drivers and Creamery Workers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, the award of the Board establishing a new agreement was effective as of April 1 and was dated April 1, although rendered on July 2:

MEMORANDUM OF AGREEMENT made this 1st day of April, 1925, by and between Milk-Wagon Drivers and Creamery Workers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, and the Whiting Milk Companies, Francis S. Cummings Company and Alden Brothers Company.

ARTICLES OF AGREEMENT, MILK WAGON DRIVERS' UNION, LOCAL NO. 380.

ARTICLE I. The employer shall employ as route foremen, chauffeurs, drivers and helpers, members of Milk-Wagon Drivers' Union, Local No. 380, of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, or those who will apply to become members within fifteen days. When hiring trucks, preference shall be given to employers of union men.

ARTICLE II. No driver shall report for work before 12:30 A.M.

ARTICLE III. The working hours on regular routes shall not exceed sixty-three per week. This does not include cases of accident or breakdown. Regular family routes not in the city proper shall be run days, at least from November 1 to March 1, weather permitting. Eight and one-half hours shall constitute a day's work for chauffeurs not on routes except on Sundays and holidays. Should chauffeurs complete the work allotted for a day's work in less than eight and one-half hours, they shall be paid for a full day's work. Workers shall record on time clocks the beginning and the end of the day's work.

ARTICLE IV. Any man working under this agreement wishing to sever his connection with the employer shall give said employer one week's notice of such intention; on failure to give such notice, the employer may retain one week's wages. If the employer wishes to discharge a man working under this agreement, he shall give said employee either one week's notice or one week's wages, except in cases of dishonesty or drunkenness, when the employee may be discharged forthwith. An employee working out notice shall be employed in his usual capacity.

ARTICLE V. A man in charge of four teams or more shall be classed as route foreman and receive route foreman's wages. A man operating teams for three or more vacations shall during that period receive route foreman's wages.

ARTICLE VI. Men working under this agreement shall receive fourteen days' annual vacation with pay. A man must be in the employ of the employer one year during or previous to his vacation period each year to be entitled to the annual vacation. The vacation period in each year is the months of May, June, July and August. In case a man working under this agreement leaves his employment or is discharged, except in cases of dishonesty or drunkenness, during the vacation period and otherwise entitled to a vacation, he shall receive the money in wages for the vacation period. Notice to a discharged man shall begin after his days off have been settled.

ARTICLE VII. Men not route foremen working under this agreement shall receive three days a month off from September 1 to May 1 of each year or the equivalent in wages, settlement to be made bi-monthly. Men not entitled to a vacation shall receive three days off a month during vacation period, or the equivalent in money. Chauffeurs, except on milk routes, shall have two days off a month and two weeks' vacation after one year's employment. Chauffeurs, drivers and helpers shall not receive days off for the first month of employment. In all cases men working under this agreement must be members of Local No. 380 to be entitled to days off and vacation.

ARTICLE VIII. Any work pertaining to the care of wagons and horses shall be performed by men other than those who act as route foremen, drivers and helpers. Horses shall be unharnessed at the end of the day's work by the stablemen. This does not apply to owners of six wagons or less or small branch stations which do not exceed six wagons, or routes where horses are harnessed or unharnessed as at present. In such instances there shall be no change.

ARTICLE IX. A bond in cash or otherwise in the sum of two hundred dollars (\$200) shall be deposited as security for all collections or merchandise of the company entrusted to employee's care, this amount to draw interest at a rate of not less than six per cent. per annum. No money shall be taken out of the bond so deposited for any reasonable shortage of merchandise as hereinafter described, or uncollected bills.

ARTICLE X. Each man employed under this agreement covenants and agrees with the employer that should such man's employment cease for any reason during the term of this agreement and for ninety days thereafter, he will not by himself, by agents or as the servant or agent of another, interfere with the business of said employer or sell milk, cream or other dairy products to any customer of said employer for a period of ninety days from the cessation of said employment.

ARTICLE XI. Drivers and route men working under this agreement shall be allowed a merchandise shortage not to exceed the equivalent in value of one quart of regular milk daily. Settlement for shortage to be made at least once a month. In case of accident, a hearing shall be granted in regard to shortage. A return slip shall be given for all goods returned, including butter. A driver shall receive a financial statement of his load for said month on or before the 25th day of the succeeding month.

ARTICLE XII. All employers requiring employees to wear a uniform cap shall pay one-half the cost of same. In all cases it shall bear the union label.

ARTICLE XIII. Route foremen, chauffeurs, drivers or helpers shall not enter the chest for their load or take returns from platform after unloading teams. This does not include employers who operate four teams or less, or branch stations operating less than four routes.

ARTICLE XIV. Route foremen, drivers and chauffeurs after two consecutive years shall be given first choice when there is a vacant route or car. Promotions must come from the rank and file of route foremen, drivers and chauffeurs (the older in point of service shall be given preference if qualified) and all vacancies shall be posted in every branch of divisions forty-eight hours for bids. It is understood that only one change shall take place, except in cases of promotions to route foremen. A de-rated man is entitled to a position that he can fill.

ARTICLE XV. Route foremen shall not work on Sundays except in case of emergency. In such case, such time shall be made up in days off or in wages. Foremen may have holidays off if conditions permit. Settlement must be made bi-monthly.

ARTICLE XVI. Any controversy arising under or by virtue of this agreement shall be submitted to a committee of five for arbitration; two to be selected by the employer; two to be selected by the employees and the fifth to be selected by the four so chosen. The arbitrators as a body shall hear the parties and report within a reasonable time. The decision of the majority of the arbitrators on the matter in issue shall be final.

ARTICLE XVII. A route foreman shall not have charge of over six family or mixed routes or seven wholesale routes. Foremen shall not run over allotted number of vacations, to wit, six and seven.

ARTICLE XVIII. Any man working under this agreement shall not be compelled to procure any specific amount of new business.

ARTICLE XIX. The employer shall furnish drivers with boots for wagons, also covers for horses. All boots, covers and other equipment shall be properly marked and cared for after working hours. A fine of five dollars shall be paid employer by employees using the property allotted to another. The employee on request to be entitled to a hearing.

ARTICLE XX. In cases where routes are doubled up, seniority shall prevail. When routes are pulled off or discontinued, seniority shall prevail and the driver shall not lose his rating or bid.

ARTICLE XXI. No man working under this agreement shall sign or make any individual agreement with his employer, except as provided in this agreement. All previous agreements to be considered null and void.

ARTICLE XXII. Members at the expiration of positions as officials of the union shall have their old rating if they desire it.

ARTICLE XXIII. When trade on a regular or adjusted route (these terms being used synonymously) is taken by employer for adjustment purposes only (but this does not mean temporary adjustment for summer business), the driver on such route shall receive as wages weekly a sum equivalent to the weekly average paid him for a period of three months prior to the taking, such weekly average wage to continue for a period computed on one week for every twenty-five cents of "wage value" transferred. "Wage value," as used in this article, is the commission earned on the last week's sales of customers transferred. This article not to apply to any transfers of "wage value" less than fifty cents. Each taking by employer from a single route to be treated as an original taking.

ARTICLE XXIV. On all regular routes or adjusted routes (these terms being used synonymously) for the purpose of equalizing payments under the commission plan, employers shall pay to experienced drivers, meaning drivers now members of Local No. 380, weekly the sum of thirty-eight dollars as advance on wage scale, final accountings between the parties to be had each month on said routes, but when on a regular or adjusted route the "wage scale" is less than the sum of thirty-eight dollars through loss of merchandise, drivers shall be paid the regular commissions earned weekly until such route is restored.

ARTICLE XXV. On all routes called "non-adjusted routes" employers will pay to experienced drivers, meaning drivers now members of Local No. 380, weekly the sum of thirty-six dollars as advance on wage scale, final accounting between the parties to be had each month on said routes. All non-adjusted routes to cease as of December 1, 1925, in accordance with the wage scale hereinafter set forth.

ARTICLE XXVI. There shall be no strike or lockout during the term of this agreement.

Wage-Scale

ARTICLE I. Definition of family or mixed routes into classifications of "regular," "abnormal" and "non-adjusted" routes.

Regular Route. A regular route, sometimes called an adjusted route, is one in which the load value for merchandise sold would equal over a period of four weeks a wage value, computed on the commission tables hereinafter set forth, a sum equivalent to at least thirty-eight dollars per week. No regular route shall lose such classification during the term of this agreement.

Abnormal Routes. Abnormal routes are those routes which are operated under such abnormal geographical or physical conditions that driver cannot deliver sufficient merchandise within sixty-three hours per week to enable him to earn thirty-eight dollars per week on the commission tables hereinafter set forth.

Non-Adjusted Routes. Non-adjusted routes are those routes where the load value plus merchandise is not at present sufficient to give a wage value under commission tables of thirty-eight dollars per week and on which routes the employer and the driver are to make joint efforts to increase the merchandise load so that it will come within the description of a regular route. All non-adjusted routes shall cease to exist for the purposes of this wage-scale on December 1, 1925.

Regular Routes, Family or Mixed. Drivers on regular routes, either family or mixed, shall be paid weekly on the basis of a commission percentage on collections made in accordance with the commission tables hereinafter set forth. On mixed routes commissions for wholesale milk for the purpose of the following commission tables shall be figured as one-third of the amount collected. Drivers on family or mixed routes, non-adjusted, shall be paid weekly a minimum commission of thirty-six dollars per week until December 1, 1925, and if such non-adjusted route has not then been built up to a regular route, the amount to be paid thereafter to the driver shall be determined in the same manner as hereinafter provided for abnormal routes.

The commission percentage to be paid on collections for milk and cream (excluding other merchandise), including cream and special milk and wholesale milk as hereinbefore specified, figured on the retail price for regular milk shall be as follows:

When milk is	12 c.	13.71%
	12½c.	13.20%
	13 c.	12.73%
	13½c.	12.29%
	14 c.	11.88%
	14½c.	11.50%
	15 c.	11.14%
	15½c.	10.80%
	16 c.	10.48%
	16½c.	10.19%

Merchandise other than milk and cream shall be paid weekly on the basis of a commission percentage on collections made in accordance with the compilation hereinafter set forth:

Butter:	Per Pound
Retail	\$0.02
Wholesale .....	.00¾
Tinkle:	
Retail .....	.03½
Wholesale .....	.01¼

On routes operating under abnormal geographical or physical conditions the employer shall take such up directly with the employee and, if an agreement cannot be reached, the matter is to be submitted to arbitrators, consisting of the business agent of Local No. 380, Milk-Wagon Drivers' Union, and one man appointed by the employer. If they disagree they are to choose a third, whose decision shall be final.

Helpers on family or mixed routes shall receive as wages thirty-one dollars per week. Where such route exists the wage of the helper is to be deducted from the total commissions and regular drivers shall receive the balance of said commissions, but in no event to be less than thirty-eight dollars per week.

ARTICLE II. Wholesale drivers shall receive thirty-eight dollars per week after six months' experience. If inexperienced, they shall receive thirty-one dollars for the first three months, thirty-four dollars for the next three months and thirty-eight dollars thereafter.

Wholesale drivers shall receive a commission for the sale of butter and tinkle on the same basis as that paid to drivers on family or mixed routes.

Route foremen on family or mixed routes shall receive a weekly wage, being the average of the weekly wage of drivers in his group plus five dollars.

Helpers on regular wholesale routes and automobiles shall receive as wages thirty-one dollars per week.

Route foremen on wholesale routes shall receive forty-three dollars per week.

ARTICLE III. Chauffeurs shall receive for all trucks under one ton thirty-six dollars per week; on trucks of one or two tons thirty-eight dollars per week; and on trucks over two tons thirty-nine dollars per week. All trucks three tons or over shall have a helper to load and unload. Chauffeurs shall have at least one-half hour for lunch, as near the middle of the working day as possible.

ARTICLE IV. Chauffeurs shall receive over-time for all work done in excess of that specified in this agreement at the rate of straight time.

ARTICLES OF AGREEMENT, CREAMERY WORKERS OF THE MILK-WAGON DRIVERS' UNION, LOCAL NO. 380.

ARTICLE I, *Section 1.* All creamery workers employed shall be members in good standing or become such within two weeks from date of their employment.

Section 2. Employers will give the union men preference before hiring inexperienced help.

ARTICLE II, *Section 1.* Eight hours shall constitute a day's work on all days excepting Sundays and holidays. Men may leave work as soon as their regular work is done.

Section 2. All work done in excess of these hours shall be paid for at the rate of straight time. The men shall be paid for all over-time due them on the pay day following the performance of the over-time work.

ARTICLE III. *Section 1.* General help shall receive as wages twenty-nine dollars per week the first month; thirty-one dollars per week thereafter.

Section 2. Chest men shall receive as wages thirty dollars per week the first month; thirty-two dollars per week thereafter.

Section 3. Checkers and also men having charge of milk and cream chest at night shall receive as wages thirty-one dollars per week for the first month; thirty-three dollars per week thereafter.

Section 4. Pasteurizers and separator men shall receive as wages thirty-four dollars per week.

Section 5. Milk testers shall receive as wages thirty-four dollars per week.

Section 6. All creamery workers having charge of departments, namely, cream room, bottle and can-filling room, bottle washroom, can washroom, baby-milk room, Grade "A" room, butter factory and platform, shall receive as wages thirty-five dollars per week.

ARTICLE IV. A period shall be allowed for dinner as near the middle of the working day as the nature of the business will allow.

ARTICLE V, *Section 1.* All creamery workers shall receive two days off a month with wages the year around.

Section 2. All creamery workers shall receive fourteen days' vacation each year with pay and the vacation period shall be between May 1 and October 1. Seniority in service shall have the preference.

Section 3. All creamery workers having worked the year prior to June 1 shall be entitled to the vacation and others shall be entitled to vacation in proportion to length of their service in the company.

ARTICLE VI. All creamery workers shall receive promotion according to seniority, if qualified, and all vacant positions shall be posted.

ARTICLE VII. Creamery workers under this agreement temporarily employed under higher classification, spending more than fifty per cent. of a day's work in such classification, shall receive the wages for such classification as long as they are so employed.

ARTICLE VIII. Men being discharged or leaving shall receive or give a week's notice, except for cause.

ARTICLE IX. Any man holding office in the union shall receive his old rating in the company at the end of his term of office in the union.

ARTICLE X. Any man having one year's experience or more shall receive the wages for the class of work that he is doing.

ARTICLE XI. The days-off list shall be posted in a conspicuous place so that the men will know when to expect their day off.

ARTICLE XII. Any man working under this agreement wishing to sever his connection with the employer, shall give said employer one week's notice of such intention; failure to do so will be sufficient reason for the employer to retain one week's wages.

ARTICLE XIII. If the employer wishes to discharge a man working under this agreement, he shall give said employee one week's notice of such intention or one week's wages. This does not include cases of dishonesty or drunkenness.

ARTICLE XIV. Any controversy arising under or by virtue of this agreement shall be submitted to a committee of five for arbitration; two to be selected by the employer, two to be selected by the employees and the fifth to be selected by the four so chosen. The arbitrators as a body shall hear the parties and report within a reasonable time. The decision of the majority of the arbitrators on the matter in issue shall be final.

ARTICLE XV. There shall be no strike or lockout during the term of this agreement.

This agreement goes into effect April 1, 1925, and expires at midnight March 31, 1926, except as to the covenants contained in Article X relating to Milk-Drivers' Union, Local No. 380.

By mutual understanding this agreement is to be signed by the parties hereto and endorsed by the Teamsters' Joint Council of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of Boston.

SHOE MANUFACTURERS — LYNN.

JULY 29, 1925.

In the matter of the joint applications for arbitration of a controversy between Borkum & Glott Shoe Company, A. M. Creighton, Murphy, Gorman, Waterhouse, Security Shoe Company, Strout, Stritter & Co., Inc., Swartz Shoe

Company, Inc., and the Watson Shoe Company, of Lynn, and employees.
(185, 187, 190)

Having considered said applications and heard the parties by their duly authorized representatives concerning the working period for employees of the above-named manufacturers at Lynn, the Board determines that the hours of labor shall be forty-eight per week.

The said forty-eight hours per week shall be between the hours of 7 A.M. and 12 M. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday; and from 1 P.M. to 5 P.M. on Monday, Tuesday, Wednesday, Thursday and Friday.

The Board recommends specific hours: from 7.10 A.M. to 11.50 A.M. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday; and from 1 P.M. to 5 P.M. on Monday, Tuesday, Wednesday, Thursday and Friday. Whenever it is necessary in the judgment of the employer to do so, any individual or department in any factory shall work said schedule of hours when requested.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

JULY 30, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and skivers. (177)

The Board awards that \$0.0325 per 24 pairs shall be paid by the W. L. Douglas Shoe Company at Brockton for skiving toes of vamps on Amazeen cut-off machine (one-half-inch-wide scarf and toes cut off), as the work is there performed.

By agreement of the parties this decision shall take effect as of April 13, 1925.

GEORGE E. KEITH COMPANY — BOSTON.

JULY 30, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company of Boston and heelers. (179)

The Board awards that \$0.0225 per pair shall be paid by the George E. Keith Company at Boston for attaching Cadet or Cuban wood heels by machine, on women's turn shoes, as the work is there performed.

BANCROFT WALKER COMPANY — BOSTON.

JULY 30, 1925.

In the matter of the joint application for arbitration of a controversy between Bancroft Walker Company of Boston and McKay stitchers. (182)

The Board awards that the following prices shall be paid by Bancroft Walker Company at Boston, for the work as there performed:

McKay stitching, Model D machine:	Per 36 Pairs
Three stitches to the inch	\$0 41
Four stitches to the inch	48
Five stitches to the inch	55

A fraction of a stitch to be counted as another stitch.

Around toe; no extra.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

PHILIP GIARD SHOE COMPANY, INC. — BRIDGEWATER.

AUGUST 13, 1925.

In the matter of the joint application for arbitration of a controversy between the Philip Giard Shoe Company, Inc., of Bridgewater, and employees. (186)

The Board awards that the following prices shall be paid by the Philip Giard Shoe Company, Inc., at Bridgewater, for the work as there performed:
Cutting department:

Whole-shoe cutting, by hand:	Per Point
Class 1	\$0 00879
Class 2	00779
Class 3	00733
Class 4	0066
Class 5	00586

Jobs amounting to \$3.50 or less; 10% more than the base price.

The above prices are based upon the conditions and classification of leathers existing in Brockton.

Stitching department:

		Per 24 Pairs
Pinking:		
Circular vamp		\$0 09
Bal. vamp		10
Foxing		10
Eyelet-row piece		09
Perforating:		
Circular vamp		09
Bal. vamp		10
Foxing		10
Eyelet-row piece		09
Plain eyelet row		09
Panel eyelet row		17
Linings:		
Stamping size		0425
Stitching and holding on side facing		18
Stitching backstay on lining		115
Stitching top facing		08
Stitching and holding toe lining to quarter lining, oxford		17
Seaming oxford lining		06
Stitching and holding lining to tongue:		
Oxford		11
Regular-height shoe		12
Marking eyelet row:		
Panel row, blucher		0675
Plain row, bal. or blucher		0425
Plain row across top		0425
Doubling:		
Tip		03
Top, bal. or blucher		075
Vamp		0575
Foxing		0475
Staying, United Shoe machine:		
Oxford, bal. top, and vamp		07
Blucher and circular-bal. top		0775
Stitching eyelet row:		
Plain:		
One-needle machine		095
Two-needle		125
Six-needle		15
Across top, one-needle		16
Across top, two-needle		18
Panel:		
One-needle machine		20
Two-needle		22
Six-needle		26
Seaming:		
Bal. top, oxford top, vamp and foxing		07
Blucher and circular top		09
Stitching outside backstay:		
Bal., one-needle machine		17
Bal., two-needle		20
Blucher and circular bal.:		
One-needle machine		24
Two-needle		28
Oxford:		
One-needle machine		19
Two-needle		22
V backstay		135
Brace stay on regular machine		08
Stitching tip; Union Special machine:		
First operation		115
Second operation, holding in box toe		105
Four rows, one operation		16
Stitching blind row on tip		08
Stitching blind row on vamp:		
One-needle machine		24
Two-needle		27

	Per 24 Pairs
Stitching and holding blucher tongue to vamp	\$0 18
Cementing foxing	17
Stitching foxing, cemented on:	
One-needle machine	39
Two-needle, 2-2	44
Folding, Glass machine:	
Bal. oxford	12
Blucher oxford	15
Round-corner bal.	14
Round-corner blucher	17
Circular and plug vamp	105
Bal. vamp	115
Plug piece	115
Cementing for folding, extra	035
Cementing and folding tip on Boston machine	0475
Punching tip on punching machine	0425
Cementing on hook stay	07
Cementing and fitting top to lining:	
Regular-height shoe	22
Oxford	17
Undertrimming, cemented on:	
Regular-height shoe	27
Oxford	27
Plug oxford	30
Undertrimming, held on:	
Blucher oxford or bal. oxford	34
Bal.	44
Blucher	46
Hooking, Rapid automatic machine	06
Eyeletting, Perfection machine:	
Six eyelets or less, blind or baby	0875
To top, blind or baby	125
Ensign lacing	045
Barring shoe on tacking machine	06
Stitching toe lining after vamping	0725
Vamping (not more than 16 stitches to the inch):	
Bal.:	
One-needle machine	83
Two-needle machine	70
Two-needle, 2-2	1 00
Blucher:	
One-needle machine, with bar	66
Two-needle, with bar	57
Two-needle, 2-2	84
Circular bal.:	
One-needle machine	65
Two-needle	52
Two-needle, 2-2	1 00
Square throat:	
One-needle machine	1 13
Two-needle	81
Two-needle, 2-2	1 13
Plug vamp, front:	
Two-needle machine	94
One-needle, with row around top	1 17
Trimming tongue after vamping	025
Trimming doubler at heel	03
Trimming out under top facing	04
Trimming blucher tongue lining and sorting vamps	07
Trimming out under backstay	04
Sorting tops and matching for vamping	03
Rubbing seams, top and vamp	0275
Lasting department:	
Assembling:	
Tacking and trimming innersoles by hand	115
Tacking by machine and trimming by hand	095
Picking counters	025
Chalking lasts with wet chalk	0275

Per 24 Pairs

Pasting and inserting counters, mating vamps, driving tacks at heel; by hand	\$0 38
Pulling-over by machine:	
With shellac box	33
With Vulco box	39
Plain toe	32
Side lasting:	
By machine, including pulling ball and counter by hand	40
By stapling machine	39
Operating bed machine:	
Dull leather:	
No box	1 00
With box	1 06
Colored leather:	
No box	1 06
With box	1 12
Colored kid:	
No box	1 02
With box	1 08
Patent leather:	
No box	1 06
With box	1 12
Patent tips or quarters; the same as patent leather.	
Extras:	
Inserting flat box	06
Uncrimped blucher	14
Uncrimped blucher with loop	12
Long counters or arch supports	44
Samples and one-, two- or three-pair lots; 1½ price.	
Slipping Vulco box	06
Gang room:	
Trimming toes by machine	06
Pulling side tacks, two tacks	0475
Welting:	
Regular work	48
Barbour storm welt; 1½ price.	
Cork welt; 1½ price.	
Trimming seams by machine	10
Butting welts by machine	045
Beating welts	06
Tacking shanks	0575
Pulling innersole tacks by hand	055
Filling bottoms	065
Cementing bottoms	0325
Laying soles	10
Roughrounding	22
Around the heel; 1½ price.	
Nailing heelseats	065
Trimming heelseats	045
Turning channels	045
Goodyear stitching:	
Surface	60
Fudge	54
Cementing channels	0425
Laying channels	045
Stitch separating	11
Leveling	11
Heeling:	
Leather bases; cementing base and top-lift, placing and nailing rubber top-lift, by machine	55
As above except top-lift by hand	63
One operation	18
Shaving heel	18
Breasting heel	08
Edgetrimming	58
Jointing	12

Edgesetting:		Per 24 Pairs
Two settings		\$0 58
One setting		47
First wheeling		08
Second wheeling		065
Finishing department:		
Scouring heel-breast, one paper		0425
Blacking heel		035
Expediting heel (no wax)		14
Scouring bottom with pinwheel and naumkeag attached		23
Polishing full bottom		25
Gumming full bottom		13
Wheeling breast		0425
Scouring heel with two papers:		
Leather		14
Rubber		15
Wetting heel		0275
Smoothing heel:		
Leather		0525
Rubber		06
Bleaching bottom		0575
Pulling lasts		09
Dressing department:		
Russet:		
Cleaned, washed, one coat of polish and ragged		75
Each coat of dope		22
Ironing tops		12
Patent leather; cleaned and ragged		80
Tan or black vici; cleaned, ironed and two coats of dressing		88
Gun metal; cleaned, ironed and two coats of dressing		75
Extras:		
Ironing:		
Black top		12
Vamp		18
Second coat of polish		115
Second ragging		12
Dulling or brightening top when a separate dressing is used (special operation)		12
Dressing top		12
Patent tip		12
Samples and single pairs; 1½ price.		
Sole-leather department:		
Channeling innersoles		11
Day work; no change.		

A. J. BATES COMPANY — WEBSTER.

AUGUST 20, 1925.

In the matter of the joint applications for arbitration of a controversy between the A. J. Bates Company, shoe manufacturer of Webster, and employees (175, 176)

The Board awards that the following prices shall be paid by the A. J. Bates Company at Webster for the items of work submitted, as performed upon the grade of shoe designated by the purple tag:

Day prices; no change.

Piece prices; 10% reduction.

SHOE MANUFACTURERS — BROCKTON.

AUGUST 20, 1925.

In the matter of the joint application for arbitration of a controversy between the T. D. Barry Company, Brockton Co-operative Boot and Shoe Company, Churchill & Alden Company, Condon Brothers Company, Craig, Reed & Emerson, Diamond Shoe Company, W. L. Douglas Shoe Company, Charles A. Eaton Company, Field & Flint Company, A. Freedman & Sons, Inc., Givren & Blunt Shoe Company, Howard & Foster Company, George E. Keith Company, Preston B. Keith Shoe Company, A. E. Little Company, Charles E. Lynch Shoe Manufacturing Company, London Character Shoe Company, M. A. Packard Company, Poole & Johnston, Inc., Bion F. Reynolds Company, Schwarz,

Ruggles, Inc., Stacy-Adams Company, Stone, Tarlow Company, Inc., E. E. Taylor Company, Thompson Brothers Shoe Company, Union Shoe Company, Wall, Doyle & Daly, Inc., and Whitman & Keith Company, of Brockton, and solefasteners. (181)

The Board awards that no extra shall be paid by the above-named employers at Brockton for wetting crepe-rubber soles in roughrounding.

HUCKINS & TEMPLE, INC. — MILFORD.

AUGUST 20, 1925.

In the matter of the joint applications for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees. (161, 162)

The Board awards that there shall be no change in the day and piece prices paid by Huckins & Temple, Inc., at Milford, for the items of work submitted, as there performed.

C. B. SLATER COMPANY — BRAINTREE.

SEPTEMBER 2, 1925.

In the matter of the joint application for arbitration of a controversy between the C. B. Slater Company, shoe manufacturer of Braintree, and employees. (189)

The Board awards that there shall be no change in the prices paid by the C. B. Slater Company at Braintree for the items of work submitted as performed upon the grade of men's shoes designated by the white tag, except as follows:

Lasting department:

Tacking innersoles:	Per 12 Pairs
Tacking and trimming by hand	\$0 065
Tacking by machine and trimming by hand	055
Tacking and trimming by machine	05125
Assembling by hand:	
Shellac box	24
Without shellac	205
If dry chalk is not used; less	02
Pulling-over by machine:	
Shellac box	175
Vulco box	20
Plain toes	165
Side lasting:	
By hand	35
By machine	17
By machine including pulling ball and counter by hand	22
Operating bed machine:	
Dull leather:	
No box	525
With box	56
Colored leather:	
No box	59
With box	62
Colored kid:	
No box	56
With box	59
Colored cordovan:	
No box	59
With box	62
Black cordovan:	
No box	56
With box	59
Patent leather:	
No box	59
With box	62
Patent tips or quarters the same as patent leather.	

Welting:

Regular work	27
Walpole welt; 1½ price.	
Barbour storm welt; 1½ price.	
Around heel; 1½ price.	

	Per 12 Pairs
Stapling	\$0 0313
Tacking shanks	0325
Burnishing	0313
Cementing shoes	0175
Cementing and trimming channels	0475
Rounding:	
Regular work	13
Including heel; 1½ price.	
Goodyear stitching:	
White or surface stitch	34
Silk stitch	34
Including heel; 1½ price.	
Singles and samples; 1½ price.	
Slugging, singles and samples; 1½ price.	
Heeling:	
Blocking heels	12
Basing	11
Nailing rubber heels	07
Wingfoot heels (combined)	13
Edgetrimming:	
Leather or rubber sole, double sole	33
Around heel; 1½ price.	
Crepe rubber; 1½ price.	
Gable edge; 1½ price.	
Singles and samples; 1½ price.	
Jointing by machine	06
Edge scouring, singles and samples; 1½ price.	
Edgesetting:	
Regular work	33
Samples or singles; 1½ price.	
Around heel; 1½ price.	
Double soles	33
Treeing:	
Black cordovan and wax calf; cleaned, chalk rubbed in with stick, one coat of gum, ragged and palm-finished with chalk	44
Box calf, gun metal and like leathers; cleaned and one coat of filler	225
Tan leather except kid; cleaned, washed, one coat of polish and ragged	44
Black or tan kid and kangaroo; cleaned, ironed, one coat of dress- ing	42
Patent leather; washed and polished	43
Stitching department:	
Making linings:	
Bal.	243
Blucher	207
Pump	178
Oxford	1033
Leather-lined blucher	144
Skeleton lining:	
No. 1	2048
No. 2	246
No. 3	2876
Button lining	26
Blucher-oxford lining	0338
Label on lining and tongue	0494
Seaming linings	041
Stitching Neverslip to lining	125
Double seam on lining on seamless blucher	082
Split lining on blucher oxford	0389
Bal.	0791
Oxford	0668
Southern tie, tongue lining on lining	0527
Marking eyelet rows:	
Bal. or blucher	0257
Oxford	0257
No. 343 panel	0551
Eyelet row and top and imitation foxing	0495

	Per 12 Pairs
Cementing hookstays, bal. or oxford	\$0 0414
Tip punching:	
Tip and center and fine saw	0428
Plain tip	0225
Plain tip and fine saw	0338
Wing tip	0338
Imitation wing and center	0506
Long vamp wing	0506
Center in tip	0101
Cementing by machine for folding	0214
Taping by machine, tops	0293
Lacing by machine	0281
Barring vamps	0312
Cementing boxes on tips:	
Leather box	0248
Leather box on cordovan	0338
Beckwith box	0428
Folding tips by foot-power machine	0338
Folding backstays	0461
Sizing-out tops or linings	0124
Sizing-out vamps	0124
Cementing tongue lining:	
Bal. or blucher	0338
Oxford or blucher oxford	0293
Cementing pieces on vamp (cordovan)	0124
Cementing toe pieces under perforation	0124
Cementing eyelet stays:	
Bal.	0410
Blucher	0506
Stitching brace stays:	
Stitching on machine that cuts thread	0416
Snipping brace stay	0203
Cementing and folding brace stay	0383
Blind-staying tops	047
Blind-staying vamps:	
Vamps or pumps	047
Foxings or oxfords	0347
Two seams	0943
Seaming:	
Tops	041
Button; fly, front and back	1512
Seaming vamps:	
Oxford	041
Vamps	041
Foxings	041
Two-seam vamps	0828
Folding tongue linings:	
Bal. or oxford	0454
Folding tops:	
Blucher oxford, circular oxford or bal.	0786
Blucher	0908
Circular bal.	1102
Bal. oxford	0648
Cloth oxford	0786
Cloth bal.	1102
Cloth button	1037
Cementing top to lining:	
Bal. or blucher	1085
Oxford	0828
Button	1361
English binding on tongues:	
Oxford	0551
Eight-inch bal.	0889
Over eight-inch bal.	0968
Barring toe linings:	
Bal. or oxford	0551

	Per 12 Pairs
Bellows tongue:	
Bal.	\$0 0828
Oxford	0551
Pocket tongue	0943
Stitching backstays:	
Bal.	1085
Blucher	1629
L. M. stay on blucher, two rows single	2351
Outside stay, two rows	1001
Regular oxford stay, one-needle machine:	
Two rows	1451
One row	0833
M backstay, one-needle machine, two rows	1771
Regular oxford stay; two-needle machine, two rows	1001
Square T stay:	
One-needle machine, two rows	2048
Two-needle machine, two rows	153
Regular T stay:	
One-needle machine, two rows	1856
Two-needle machine, two rows	1418
Short strip stay	1001
Long strip stay	1451
Stitching foxings:	
Two-needle foxing	2003
2-2, two-needle foxing, to top	342
Imitation foxing, straight:	
1-1	171
2-1	1879
2-2	2048
Imitation foxing to top:	
1-1	1879
2-1	2048
2-2	2216
No. 336 foxing to top, three rows	3015
No. 201 foxing to top, 1-3-1	54
Third row	0855
Stitching ball straps:	
No. 5, 1-1	3589
No. 5, 2-1	4275
Stitching eyelet rows:	
No. 1 oxford eyelet row	0666
Two rows close	081
2-2 eyelet row, oxford	1602
Three rows close	171
No. 1 eyelet row, blucher	0675
1-1 eyelet row, oxford	1332
Anchor, single, one row	0855
1-1 and around top	2448
No. 1 eyelet row, blucher oxford	0675
2-2, imitation foxing, straight oxford	2216
No. 1 blucher eyelet row, high	0765
G-1 gaiter, 1-1, anchor and across top and back	2734
1-1 and around top, blucher oxford	2565
Bal., straight:	
Two rows, single	1451
Two rows, double	1789
Bal., anchor:	
Two rows, single	2012
Two rows, double	227
Oxford, straight:	
Two rows, single	1343
Two rows, double	1602
Oxford, anchor:	
Two rows, single	171
Two rows, double	1958
Blucher:	
Two rows, single	153
Two rows, double	1789

		Per 12 Pairs
Blucher oxford:		
Two rows, single		\$0 1361
Two rows, double		1619
Two rows perforated, up front and across top:		
Oxford		2448
Bal.		2556
Anchor		3116
Blucher		2635
Perforating:		
Bal. vamp		0648
Oxford vamp		0527
Square oxford vamp		0648
Oxford eyelet row		0394
Bal. eyelet row		0454
Wing tip		1175
Straight foxing		0527
Foxing to top		0648
Oxford top and eyelet row		1037
Plain ball strap		0648
No. 5 ball strap		1175
High-cut square corner		0786
Imitation foxing		0527
Imitation straight tip		0454
Pump, side and front		1232
Tongues		0389
Long vamp		0786
Anchor eyelet row		0729
Anchor oxford or D eyelet row		0486
Round oxford eyelet row		0454
Straight eyelet row		0454
Square-corner eyelet row		0786
D eyelet row and around top		1102
Shawl tongue		1944
Cut boot strap		0324
Strap foxing		1037
Pinking:		
Bal. vamp		0828
Oxford vamp		0675
Square oxford foxed vamp		0828
Oxford eyelet row		047
Bal. eyelet row		0551
Wing tip		1361
Straight foxing		0675
Foxing to top		0828
Oxford top and eyelet row		0943
Plain ball strap		0828
High-cut, square corner		0943
Plug oxford front		0675
Tongue		041
Long vamp		0943
T backstay		0828
Gaiter		0675
No. 5 ball strap		1361
Vamp line on blucher		0506
No. 3412 gaiter		0428
Outside backstay		0675
Gaiter, back and front		1361
Stitching tips:		
Two-needle machine, four rows:		
Blucher		1496
Bal.		1361
Blucher, center perforation		1586
Bal., center perforation		1451
Through box, blucher:		
Beckwith		1395
Leather		1316
Through box, bal.:		
Beckwith		126
Leather		1193

		Per 12 Pairs
One-needle machine, two rows:		
Through box, blucher:		
Beckwith		\$0 1159
Leather		1091
Imitation straight tip:		
Beckwith		1114
Leather		1057
Two-needle machine, four rows, imitation straight tip:		
Beckwith		1215
Leather		1148
One-needle machine:		
First operation, holding in doubler:		
Beckwith		072
Leather		0675
Second operation, through box:		
Beckwith		054
Leather		0506
Wing tips; Nos. 91, 110, 110½, 423, 223, 217, 431, 332, 2, 394, 741, 3411, 209, 310:		
1-1		2801
2-1		3859
2-2		4928
Shield tips, No. 19-S:		
1-1		1733
2-1		1946
2-2		2329
Short wing tips; Nos. 14, 15, 478, 348, 029:		
1-1		216
2-1		2835
2-2		3499
Square wing tips; Nos. 17, 44, 317, 319:		
1-1		2216
2-1		2565
2-2		324
No. 18 wing tip		1733
No. 103 wing tip		2216
No. 353 wing tip		2138
No. 20 wing tip		216
Marking tips		0259
Vamping:		
Circular oxford		34
Tuxedo oxford or bal.		41
Blucher oxford or bal., space, with bar		35
Bal.		46
Pump		2431
Seamless blucher		675
Army blucher, four rows	1	3363
Brace oxford		48
Tuxedo brogue oxford, two rows		45
Seamless blucher (old No. 68)		6525
Blucher, two rows close		35
Brogue oxford		36
Blucher, close; extra row, bellows tongue, and bar		80
Cordovan blucher, close; extra row, bellows tongue, and bar		84
Tuxedo, two rows		45
Regular long vamp, bal., button or Congress; two-needle machine, two rows		385
Regular circular vamp, two-needle machine, two rows		275
Extras:		
Cordovan		04
Raised throat		045
Newark backstay, one row		14
Brogue		035
Extra row		14
Shoes with wing tips where presser roll passes over the tip		035
Holding in tongues		025
Shoes with blind rows close to vamping		05
Shoes with piping		05

	Per 12 Pairs
Shoes with laced perforation	\$0 045
Heel row	06
Drop row	04
Brace front or brace back	14
One-, two- or three-pair lots; 1½ price.	
Day work; no change.	

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

SEPTEMBER 23, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (184)

The Board awards that the Marlborough Shoe Company, Inc., at Marlborough shall pay 36 cents per 12 pairs for lasting growing girls' shoes all around by Consolidated Hand-method machine, including spindling ball and counter, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EMERSON SHOE MANUFACTURING COMPANY — ROCKLAND.

SEPTEMBER 23, 1925.

In the matter of the joint applications for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and employees. (191-194)

The Board awards that the following prices shall be paid by the Emerson Shoe Manufacturing Company at Rockland on shoes of the "red-stripe-tag" grade, as the work is there performed:

	Per 24 Pairs
Edgetrimming, regular work	\$0 70
Edgesetting, regular work:	
One setting	52
Two settings	70
Welting, regular work	58
Bed-machine operating, with or without box:	
Dull leather, black canvas, enamel	1 10
Colored leather, white Nubuck, white canvas	1 15
Patent leather, colored kid, black cordovan, colored cordovan	1 21
Extras:	
Cushion innersoles	15½
Whole cloth covers	10½
Benjamin, Apex or short cloth covers	05¼
Boots, 8 inches or over	04
High toes	1584

By agreement of the parties this decision shall take effect as of the date of beginning work on the "red-stripe-tag" grade.

CHURCHILL & ALDEN COMPANY — BROCKTON.

SEPTEMBER 24, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (195)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton for the work as there performed:

	Per 24 Pairs
Vamping; one-needle machine:	
Two rows	\$1 30
Extra row	41
Eton, seamless blucher:	
Two rows	1 70
Extra row	41
Derby oxford:	
Two rows, holding back linings	946
Extra row	35

By agreement of the parties this decision shall take effect as of the date of the introduction of the work.

DIAMOND SHOE COMPANY — BROCKTON.

SEPTEMBER 24, 1925.

In the matter of the joint application for arbitration of a controversy between the Diamond Shoe Company of Brockton and employees. (188)

The Board awards that the following prices shall be paid by the Diamond Shoe Company on shoes of the "C" grade manufactured in the Montello factory, as the work is there performed:

Men's shoes:	Per 24 Pairs
Goodyear welting	\$0 54
Roughrounding	26
Goodyear stitching:	
White or surface stitch	68
Fudge stitch	62

RICE & HUTCHINS, INC. — ROCKLAND.

SEPTEMBER 24, 1925.

In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Rockland, and employees. (196)

The Board awards that the following prices shall be paid by Rice & Hutchins, Inc., at Rockland, for the work as there performed:

Lasting department:	Per 24 Pairs
Last picking	\$0 0871
Tacking innersoles:	
By machine	075
Extras:	
Cushion innersoles	05
Iron-toe last, when tack is driven in hole	01
Trimming innersoles by hand	0325
Assembling by hand; including mating vamps, pasting and inserting counters, chalking lasts, wetting and shellacking box, driving tacks at heel by hand:	
Stitched-in leather box	48
No box (as above except no wetting or shellacking of box)	41
Stitched-in vulco box; operation as leather box except no wetting or shellacking of box	41
If dry chalk is not used; less	02
Assembling by machine; as by hand except driving tacks at heel by machine:	
Stitched-in leather box	39
No box (as above except no wetting or shellacking of box)	33
Stitched-in vulco box; operation as above except no wetting or shellacking of box	33
If dry chalk is not used; less	02
Assembling extras:	
Cushion innersoles	075
Lasting up or down	30
Whole cloth covers, tacked in or not	1134
Benjamin, Apex or short cloth covers, tacked in or not	10
Heel covers, inserting paper between quarter lining and last	08
Boots, eight inches or over	065
Cementing linings on both sides of vici shoes	12
Wetting boxes singly on all colored shoes except colored kid	15
Side lasting:	
By hand	70
By Consolidated machine	44
Extras:	
Cushion innersoles	10
Whole cloth covers, tacked in or not	0566
Boots, 8 inches or over	065
Pulling-over by machine:	
Soft vulco box, including pasting	40
Stitched-in leather box	35
Stitched-in vulco box; box steamed by puller	40
No box	33
Hairecloth box:	
Stitched-in	35
Slipped by puller	42

Per 24 Pairs

Plain-toe leather box including Armstrong box ; box slipped and shellacked by puller	\$0 47
Plain-toe vulco box ; box steamed and slipped by puller	40
Wing tips, half-wing tips, quarter wings, waves and tips of like nature :	
Leather box ; box slipped and shellacked by puller	49
Vulco box ; box steamed and slipped by puller	47
Extras :	
Cushion innersoles	075
Whole cloth covers, tacked in or not	0566
Slipped-in box, not shellacked	03
Operating bed machine :	
Dull leather, black kid :	
With box	1 12
No box	1 06
Colored leather, colored cordovan, white Nubuck, white canvas :	
With box	1 24
No box	1 18
Patent leather :	
With box	1 24
No box	1 18
Colored kid :	
With box	1 18
No box	1 12
Black cordovan :	
With box	1 18
No box	1 12
Extras :	
Cushion innersoles	15
Whole cloth covers, tacked in or not	1134
Benjamin, Apex or short cloth covers, tacked in or not	05
Boots, 8 inches or over	045

Bottoming department :

Stapling vamps	0726
Pulling tacks by machine	09
Trimming toes by machine	065
Welting	54
Barbour welting ; 1½ price.	
Pulling side tacks and toe wires	0525
Knocking out innersole tacks	0575
Butting welts and tacking welt butts by machine	0475
Trimming seams by machine	11
Beating welts	07
Shanking	065
Bottom filling, forepart	07
Cementing bottoms	035
Laying taps or double soles	045
Sole laying	11
Nailing heelseats	07
Roughrounding	26
Channel opening	05
Rough trimming	30
Goodyear stitching :	
Surface stitch	68
Fudge stitch	62
Trimming heelseats	05
Cementing channels	045
Closing channels	05
Leveling	13
Heeling :	
Rubber heels and bases combined	26
Leather heels and top-lifts	26
Heel slugging :	
One row	13
One and one-half to two rows	195
Three slugs	065

	Per 24 Pairs
Heel shaving:	
Leather heels	\$0 165
Rubber heels	205
Heel breasting	09
Edgetrimming	66
Breast scouring:	
Two papers, no staining	05
Two papers, and staining	065
Heel scouring:	
Leather heels	0875
Rubber heels	1025
Jointing by machine	1175
Wheeling	09
Burnishing	0726
Stitch separating	125
Edgesetting:	
Two settings	66
One setting	54
Finishing department:	
Smoothing heels, two papers, no wetting:	
Rubber	155
Leather	155
Smoothing heels, two papers, and wetting	165
Expediting heels, leather or rubber	20
Scouring bottoms, pinwheel and naumkeag attached	27
Scouring bottoms, moulded shanks	34
Scouring top-lifts	10
Staining or painting and striking off:	
Forepart	13
Forepart and shank	16
Forepart, shank and top-lift	19
Gumming with gum stain:	
Forepart	1825
Full bottom	235
Full bottom and top-lift	27
Top-lift	055
Gumming with straight gum, no stain:	
Forepart	15
Shank and top-lift	18
Top-lift	055
Full bottom	14
Full bottom and top-lift	18
Blacking or dyeing:	
Shank and top-lift	115
Shank, top-lift and breast	13
Top-lift	0325
Full bottom, top-lift and breast	15
Polishing:	
Forepart	1125
Forepart and shank	27
Forepart, shank and top-lift	33
Forepart, shank and top-lift and cleaning slugs on black shoes	345
Top-lift and cleaning slugs	08
Top-lift and shank	215
Waxing:	
Forepart	105
Forepart and shank	16
Forepart, shank and top-lift	19
Bleaching bottoms	065
Packing department:	
Last pulling	10
Stamping:	
Forepart	045
Shank	05
Feeling for tacks	0575
Inserting heel-pods	055

Treeing department:

	Per 24 Pairs
Gun metal; cleaned, ironed, tops dressed	\$0 59
Black kid; cleaned, ironed, tops dressed	84
Patent colt; cleaned, ironed, tops dressed	1 00
Colored kid; cleaned, ironed, one coat of polish	84
Russia calf and all Russia leathers; cleaned, two coats of polish, one ragging	1 02
Extras:	
Ironing, when required	14
Polishing, each coat, when required	14
Ragging, each ragging, when required	14
Doping	18
Rolling and brushing	08
Samples and single pairs; 1½ price.	

By agreement of the parties this decision shall take effect as of August 3, 1925.

GEORGE E. KEITH COMPANY — MIDDLEBOROUGH.

OCTOBER 6, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer, and vampers in Factory No. 4, Middleborough. (198)

The Board awards that the following prices shall be paid by the George E. Keith Company at Middleborough for the work as there performed:

Vamping:

Single-needle machine:

Long vamps:	Per 12 Pairs
First row	\$0 32
Second operation	13
Two rows, close or space	45
Third row	13
Three rows, close or space	58
RA row	04
Circular vamps; regular oxfords (Group 3, including No. 27 PP quarter oxford):	
First row	20
Second operation	12
Two rows, close or space	32
Third row	12
Three rows, close or space	44
Group 1-A (No. 14 PP quarter oxford):	
First row	30
Second operation	18
Two rows	48
Third row	18
Group 1-B (No. 38 PP Spur oxford):	
First row	32
Second operation	18
Two rows, close or space	50
Third row	18
Up and down stitch; no extra.	
Group 1 (Aero, etc., No. 32 quarter oxford, etc.):	
First row	28
Second operation	14
Two rows, close or space	42
Third row	14
Three rows, close or space	56
Group 2 (No. 20 quarter oxford etc.):	
First row	28
Second operation	14
Two rows	42
Third row	14
PP cut-out saddle oxford:	
First row	25
Second row	15
Two rows	40
Third row	15

PP seamless tie (union listed it as PP seamless bal.):		Per 12 Pairs
First row		\$0 34
Second row		15
Two rows		49
Third row		15
Bluchers:		
Regular:		
Two rows with bar		34
No bar		31
Third row		13
Bellows tongue:		
Two rows with bar		39
No bar		36
Third row		12
Regular blucher oxford; the same as regular blucher.		
Crimped PP Spur blucher oxford, with bar:		
First row, through		36
Turning back lining; extra		10
First row, total		46
Second operation		16
Two rows, turned back		62
Third row, through		16
Turning back lining; extra		0252
Third row		1852
Crimped PP seamless blucher oxford:		
First row		54
Second row		16
Two rows		70
Third row		16
No. 24, foxed crimped PP blucher oxford:		
Two rows with bar		41
Third row		13
Three rows with bar		54
Two rows, no bar		38
Third row		13
Genuine button blucher oxford:		
Two rows		36
Third row		13
Blucher bal.:		
Two rows		66
Third row		12
Blucher button, seamless:		
Two rows		66
Third row		12
Congress and Southern ties		41
Double-needle machine:		
Long vamps:		
First operation		37595
Second operation		16192
Circular vamps:		
Regular oxfords (Group 3):		
First operation		25
Second operation		1675
Group 1-A (No. 14 PP quarter oxford):		
First operation		39
Second operation		25
Group No. 1-B (No. 38 PP Spur oxford):		
First operation		42
Second operation		25
Group 1 (Aero):		
First operation		32
Second operation		20
Club seamless oxford:		
First operation		435
Second operation		20
Bluchers:		
First operation:		
With bar		28
No bar		25

	Per 12 Pairs
Second operation	\$0 1675
Regular blucher oxford; the same as regular blucher.	
Crimped PP Spur blucher oxford:	
First operation, through:	
With bar	43
Turning back; extra	10
Total	53
No bar	405
Turning back; extra	10
Total	505
Second operation, through	195
Turning back; extra	025
Total	22
No. 24, foxed crimped PP blucher oxford:	
First operation:	
No bar	31
With bar	33536
Second operation; as regular.	
Crimped PP Angle blucher oxford; first operation, with bar	28
Jerseys:	
Single-needle machine:	
Second row, No. 38 vamping	17
Including point on regular and No. 37	14
Third row, including point	14
Double-needle machine; third row, no point	17

CHURCHILL & ALDEN COMPANY — BROCKTON.

OCTOBER 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and finishers. (199)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

	Per 24 Pairs
Gumming scoured or unscoured bottoms with pure gum, when not previously stained	\$0 14
Waxing and brushing bottoms on two brushes	185

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

OCTOBER 22, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and lasters. (210)

Having considered said application and investigated the work in question, its character and the conditions under which it is performed (a hearing having been waived), the Board awards that \$0.07 per 12 pairs shall be paid by the Marlborough Shoe Company, Inc., at Marlborough for pounding growing girls' shoes after they are lasted on the Consolidated Hand-method machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC. — LYNN.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn and stitchers. (205)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

Fancy stitching:	Per 36 Pairs
Pattern No. 145723½, Astor pump	\$3 16
Quarter, Norfolk pattern, No. 168 x 20	45

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY — LYNN.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and edgetrimmers. (226)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.23 per 12 pairs shall be paid by the Borkum & Glott Shoe Company at Lynn for edgetrimming, double soles, as the work is there performed.

EASTERN SHOE MANUFACTURING COMPANY — LYNN.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company, of Lynn, and stitchers. (207)

The Board awards that \$2.64 (including extras) per 36 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for pump-stitching, pattern No. 4140, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

M. A. PACKARD COMPANY — BROCKTON.

OCTOBER 29, 1925.

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and vampers. (201)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Vamping:

Havana pattern: Per 24 Pairs

One-needle machine, two rows \$0 86

Two-needle machine, two rows 69

Extra row:

One-needle machine 28

Two-needle machine 35

Dover pattern:

One-needle machine, two rows 86

Two-needle machine, two rows 69

Extra row:

One-needle machine 28

Two-needle machine 35

Pattern No. 69:

One-needle machine, two rows 73

Two-needle machine, two rows 58

Extra row:

One-needle machine 28

Two-needle machine 35

Madison pattern:

One-needle machine, two rows 94

Two-needle machine, two rows 76

Extra row:

One-needle machine 32

Two-needle machine 42

Fenway blucher:

One-needle machine, two rows, space 88

Two-needle machine, four rows, space 1 09

Extra row, one-needle machine 28

Pattern No. 92, seamless oxford:

One-needle machine, two rows 1 13

Two-needle machine, two rows 91

Extra row:

One-needle machine 33

Two-needle machine 43

Belford, seamless blucher oxford:

One-needle machine, two rows 1 40

Extra row 38

Stitching down lip 80

	Per 24 Pairs
Two-needle machine, two rows	\$1 20
Extra row	46
Stitching down lip	64
Avon, circular overlap:	
One-needle machine, two rows	81
Two-needle machine, two rows	62
Extra row:	
One-needle machine	30
Two-needle machine	36

E. E. TAYLOR COMPANY — BROCKTON.

NOVEMBER 10, 1925.

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vampers. (209)

The Board awards that \$0.15 per 24 pairs more than the price for the regular blucher shall be paid by the E. E. Taylor Company at Brockton for vamping the arch-support blucher (lining held back on the inside), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY — BOSTON.

NOVEMBER 12, 1925.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Boston, and heelers in Factory No. 9. (204)

The Board awards that the following prices shall be paid by the George E. Keith Company at Boston in Factory No. 9, for the work as there performed:

Cutting wood heels:	Per Pair
Cuban	\$0 03
Cadet	0275
Per week, \$35.	

MURPHY, GORMAN, WATERHOUSE — LYNN.

NOVEMBER 17, 1925.

In the matter of the joint applications for arbitration of a controversy between Murphy, Gorman, Waterhouse, shoe manufacturers of Lynn, and stitchers. (229, 230)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Murphy, Gorman, Waterhouse at Lynn, for the work as there performed:

Pattern No. 2603:

Stitching French cord on quarter:	Per 36 Pairs
Base price	\$0 54
Collar conditions	09
Pressing French cord by hand	78

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY, INC. — MARLBOROUGH.

NOVEMBER 19, 1925.

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and treers. (225)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed:

Ironing and cleaning (oxford and one-strap base):	Per 12 Pairs
Patent leather	\$0 48
Kid	27
Gun metal, black calf	24
White kid	54
White kid, ironing only	27
White calf	48

	Per 12 Pairs
Black or brown side leather	\$0 24
Satin	18
Blonde satin	24
Boots:	
Kid	39
Side leather or calf	36
Heels when treed	03
Extras:	
Colored calf	03
Collars of contrasting leathers	03
Straps when treed, over one-strap	03
Trimmings of leather on shoe of suede, buck or fabric; base of shoe including tip	075
Patent-leather trimmed	12
Fabric shoes not covered	12
Leather shoes, not previously cleaned	12
Dressing or filling:	
Low-cuts:	
First coat	07
Second coat	05
Boots:	
First coat	08
Second coat	06
Polishing low-cuts	07
Dressing satin	07
Samples; double price.	
Mail-order shoes; 10% less than the above prices.	

REMOVAL OF VETERANS.

MARCH 27, 1925.

In the matter of the removal of a veteran in the employ of the Commonwealth as chauffeur for the Metropolitan District Commission.

This matter comes before the Board by reason of Section 26 of Chapter 31 of the General Laws, under the provisions of which this employee, being a veteran, can be removed only after a hearing and upon a written order by this Board. After due notice, as required by law, a hearing was held thereon at the office of the Board on March 10, 1925, at which the veteran was represented by counsel. At this hearing evidence was offered by various employees of the Metropolitan District Commission, including foremen and superintendents, and the veteran testified in his own behalf.

It appeared that the veteran, James H. McCarty, whose removal is sought and who had previously been employed by the Commonwealth, became a permanent employee as a chauffeur for this Commission on November 7, 1920.

The reasons assigned by the Metropolitan District Commission for the removal of this veteran are set forth in the following specifications:

1. In that, on June 1, 1923, said James H. McCarty, while operating a motor truck in the service of the Commonwealth, did neglect to ascertain whether there was sufficient lubricating oil in the crank case and the lubricating system of the engine and motor so that the same could be operated without injury thereto, and did operate said motor truck, there not being at the time sufficient lubricating oil in the motor thereof, whereby the bearings and other parts of the engine and motor were greatly damaged and said motor truck could not be used in the service of the Commonwealth until extensive and expensive repairs had been made thereon.

2. In that, on January 13, 1925, said James H. McCarty, while operating another motor truck in the service of said Commonwealth, did neglect to ascertain whether there was sufficient lubricating oil in the crank case and the lubricating system of the engine and motor so that the same could be operated without injury thereto, and did operate said motor truck, there not being at the time sufficient lubricating oil in the motor thereof, whereby the bearings and other parts of the engine and motor were greatly damaged and said motor truck could not be used in the service of the Commonwealth until extensive and expensive repairs had been made thereon.

3. In that, on August 26, 1924, said McCarty reported by telephone

to the office at Middlesex Fells Division, where he is employed, that he was sick and unable to work, and did not work on that day for the Commonwealth, but, on the afternoon of the same day, he was seen in Stoneham Square, Stoneham, apparently well and able to work; on September 9, 1924, he left his work without permission at 1.45 P.M., and did no further work for the Commonwealth that day, without sufficient reason or excuse for such neglect of duty; on September 29, 1924, when ordered to do so by his foreman, he refused to help hoist the body of the truck then being operated by him; on October 2, 1924, having arrived at the service yard at the headquarters of said division on Pond Street, Stoneham, about 3.30 P.M., with a load of sand in the truck operated by him, he made no effort to dump this load until the next morning, saying that he could not get it dumped by 4 o'clock, P.M.; and on October 20, 1924, at about 10.45 A.M., without permission, he drove away with the truck he was then operating and went to his home in Winchester, and did not return to the spot where he had been ordered to deliver stone in said truck until about 2 o'clock P.M., and did not report his absence or any explanation therefor to his foreman.

4. In that said James H. McCarty is, in general, disobedient, insubordinate and inefficient in his employment in the public service.

The following is a brief summary of the evidence presented:

On June 1, 1923, James H. McCarty was engaged in driving a truck hauling stone from the Linden Road Quarry to a place in the vicinity of Wellington Bridge. While making the second or third trip that morning the truck stopped on or near the Malden River Bridge and he was unable to start the same. He then telephoned the headquarters at Stoneham, stating that he was in need of gasoline. One of the trucks in the employ of the Commission, on the way to Revere Beach, furnished him with five gallons of gasoline and later five gallons were sent from the Stoneham yard. McCarty complained that there was a leak in the gasoline tank, but the man who brought the gasoline from Stoneham testified he saw no evidence thereof. McCarty then started the truck and proceeded to the place in the vicinity of Wellington Bridge where the stone was to be delivered. When he arrived, he found that other stone had in the meantime been delivered, and at that time the man who had brought the gasoline from the Stoneham office and who had preceded him in another truck, testified that he called McCarty's attention to the fact that the oil-pressure gauge on the dashboard was not working, although on examination it was found there was sufficient oil in the base or reservoir. He further testified that McCarty replied that he did not go by the pressure gauge to determine whether there was sufficient oil but by the base gauge, so-called, at the side of the engine. This McCarty denied. McCarty then drove the truck to the Malden yards and as he came into the yard the engine began to knock. The truck was later towed to the Stoneham yard; the oil was drained off and a piece of babbitt and a cotter-pin were found in the oil strainer. The truck within two or three days was towed to Cambridge for repairs. The pressure gauge was found to be in proper working condition but one of the bearings was burned out and other parts of the engine damaged through lack of proper lubrication. Evidence was offered that where there is sufficient oil in the base and the pressure gauge, when the engine is running, does not register, it indicates that something is wrong with the oil pump or system and calls for immediate attention. The superintendent called in McCarty and asked him for an explanation of the reason for this damage to the truck, and after some discussion cautioned him that he would be held responsible for any such further occurrence.

On January 13, 1925, McCarty, accompanied by another employee named McHale, was operating a truck with a plow attachment, plowing snow in sections of the Middlesex Fells Reservation. The distance covered during the morning, as measured on the map, approximated nine miles, but the mileage registered by the truck indicated about fifteen miles. They made one trip and returned to the garage and then started on the second trip. McHale then suggested going down Ravine Road and up Pond Street, but McCarty stated that he did not think that they should do so as he was afraid they couldn't get back up Pond Street as the machine was not working right. As they approached the garage the second time, McHale testified he heard the engine knocking and

asked McCarty what the trouble was and he answered that he was afraid a bearing was burned out. McHale then noticed that the pressure gauge on the dashboard was at zero but did not call this fact to McCarty's attention. He testified that earlier in the day he noticed that the pressure gauge was registering, indicating ten. He further stated that McCarty got off the truck twice during the trip, but on neither occasion did he make any examination of the engine. McCarty testified that he did make an examination of the engine when he got off the truck. When the truck reached the garage a few minutes before noon an examination was made and it was found there was no oil in the oil base, although the employee charged with the duty of putting in the oil testified that he did so. Evidence was also offered that there were from four to six quarts of spare oil in a can on the truck. None of this, however, had been used to refill the base. When oil was placed in the base it was found that the pressure gauge worked properly. This also was towed within a day or two to Cambridge to be repaired and it was found that one of the bearings had been burned out and other damage occasioned to the engine by reason of the failure to receive proper lubrication. Some evidence was also offered as to the amount of oil required to keep the engine and parts properly lubricated when doing this work.

Testimony was offered that on August 26, 1924, McCarty telephoned that he was sick and unable to work and later in the day he was seen in Stoneham Square. While McCarty did not deny he might have been in the square that day, he stated that if so he was unwell and had gone to secure medicine.

Evidence was also offered that on September 9, 1924, he left his work about 1.45 p.m. without reporting to the superintendent or foreman and did no further work that day. McCarty testified that he left at that time to go and vote in Winchester, the poll closing at 4.30 p.m. He stated that a former superintendent had authorized the employees' having two hours off for this purpose, and while he did not get permission from the present superintendent he notified his foreman and no objection was made.

Testimony was also offered that on September 29, 1924, he refused to help hoist the body of a truck, this being done by hand. He testified that he did not refuse to do it but informed the foreman that he was unable to do this work by reason of injuries to his arm and hand. Evidence was offered that on October 2, 1924, although arriving at the headquarters in Stoneham some time between 3.30 and 4 p.m., he made no effort to dump the load on his truck. McCarty testified that he failed to do so because there was no one to help him.

To the complaint that on October 20, 1924, he was absent for some period during the middle of the day, he testified that his work took him near his home in Winchester and he went there for his lunch.

Evidence of a general nature was offered to the effect that during the period of his employment McCarty was inefficient, did not carry out orders given him and generally showed lack of interest in his work. These contentions were answered in a general way by McCarty to the effect, as stated above, that through injuries to his arm and hand he was unable to do some of the work he was instructed to do and that he had performed his work efficiently.

From all the evidence, the Board finds that the damage occasioned to the two trucks was due to the negligence of James H. McCarty while operating these trucks; first, in failing in the case of the truck damaged June 1, 1923, to ascertain that the oil-pressure system was not working properly and furnishing sufficient lubrication to the engine; and, second, in the case of the truck damaged January 13, 1925, he failed to maintain sufficient oil in the base or reservoir to supply oil for the lubricating system of the engine.

The Board also finds that James H. McCarty has failed to obey and carry out the orders of his superiors when directed to assist in dumping loads from trucks.

Wherefore, the Board orders that James H. McCarty be removed as an employee of the Commonwealth under the Metropolitan District Commission on March 30, 1925.

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The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

REPORT

Mass. Dept. of Labor and Industries
BOARD OF CONCILIATION
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1926



OFFICIALS

Commissioner

E. LEROY SWEETSER

Assistant Commissioner

ETHEL M. JOHNSON

Associate Commissioners

(CONSTITUTING THE BOARD OF CONCILIATION AND ARBITRATION
AND THE DIVISION OF MINIMUM WAGE)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

Office

ROOM 472, STATE HOUSE

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REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION

EDWARD FISHER, *Chairman*, HERBERT P. WASGATT, SAMUEL ROSS

On December 1, 1925, there were pending 50 joint applications for arbitration. During the year 219 joint applications were filed, making a total of 269. Thirty-six cases were settled, abandoned or withdrawn. Decisions were rendered in 201 cases and 32 applications are now pending. No petitions for certificates of normality were filed.

CONCILIATION

As a result of another year's experience the Board is more firmly convinced that industrial problems involving differences between employers and employees, such as hours, wages and working conditions, are recognized by both parties as of mutual concern. This generally results in a willingness on both sides to take up these matters for discussion and consideration and to co-operate in reaching a determination as to what is fair and reasonable. This method is always recommended by the Board. Where such a course is followed, opportunity is afforded for adjustment of differences by the parties themselves without cessation of work; and, if the parties are unable to reach an adjustment, for the Board through its good offices to assist them in doing so. The work of the Board along these lines has not only broadened, but has resulted in the advice and assistance of the Board being sought relative to the provisions and forms of agreements; and also in making arrangements between employers and employees whereby labor controversies can be adjusted without cessation of work. It has been demonstrated that under such arrangements opportunity has been afforded the employer to develop his business, resulting in advantage to all concerned.

In addition, the Board and its agent have been engaged during the year with the usual activities in holding conferences with parties and endeavoring through their good offices to settle labor controversies where there was a cessation of work. Several such controversies, involving in each instance a number of employees, have thus engaged the attention of the Board. On the whole the past year has shown that these controversies are less severe as well as fewer in number than in former years.

Cigarmakers, Boston. On April 7 a strike of cigarmakers in Boston occurred, their demand for an increase in wages being refused. About 1,600 employees were involved. After some time spent in conferring with the representatives of the employers and of the employees and making a careful survey of the situation, the Board on Wednesday, April 21, called a conference at its office between the representatives of the four larger manufacturers and a committee of the employees. The employers represented at the conference were as follows: H. Traiser & Co., Alles & Fisher, Inc., Elcho Cigar Company and the Silver Cigar Company. The employees were represented by a committee of seven, including the president of the local union. Two of its international officers were also present. At the request of the Board the parties presented their respective positions and a general discussion followed. The employees sought an increase in rates on the bulk of the work, varying with the different operations, contending that with the repeal of the Federal tax they were entitled to a restoration in part of the decrease in wages which they accepted in 1922. This the employers declined to grant, stating that they had not benefited directly by the repeal of the Federal tax as this was, as they expressed it, passed on to the retailer in a reduced price. This was not denied by the employees. The employers further contended that the lower price was needed in order to stimulate purchasing by the public. They further stressed the fact that the employees by their restrictive rules and regulations hindered them in conducting their business. They were especially pronounced in their demand for the privilege of manufacturing cigars by new methods, stating the necessity for this right in order to meet competition and maintain their factories in this Commonwealth. It appeared that some of the larger manufacturers were contemplating leaving the Commonwealth unless some adjustment was reached. The representatives of the employees contended that the employers already had the right to adopt new methods of manufacturing cigars. The conference lasted all day and was adjourned to Friday, April 23,

with the suggestion by the Board that the parties in the meantime give the matter careful consideration and be prepared to submit offers which might afford a basis for adjustment of the differences.

At the conference on Friday the representatives of the employees stated that they were not in a position to modify their demands. The Board conferred with the committees apart and impressed upon them the necessity for making such mutual concessions as could reasonably be granted. The employers desired further time for consideration, and it was finally arranged that they should meet with the Board on Saturday morning and submit such offer as they might determine upon. On Saturday the representatives of the employers submitted an offer in writing, under the terms of which an increase was granted on a great majority of the operations, there being a reduction in a few instances. It was further stipulated that if this offer were not acceptable to the employees, the employers were prepared "to arbitrate the existing differences." The Board submitted the offer to the committee of the employees and it was agreed that they would give an answer to the Board on the following Tuesday.

On Tuesday the committee reported that the offer of the employers was unanimously rejected and called the attention of the Board to the fact that under the constitution of their organization a method was provided for determining issues of the nature presented by their demands and, therefore, they did not feel that they were called upon at that time to accept the manufacturers' offer to arbitrate the same. The Board conferred later in the day with the employers and they stated that they were not prepared to make any further concession.

The Board continued to keep in communication with the parties and on May 13 a further conference was called. At this conference the two international officers were present and it seemed to be the consensus of opinion that the time was opportune for an adjustment, if any were to be made. A general and detailed discussion followed, especially as to whether or not the employers would offer further increases upon the basis of a readjustment in the method of performing the work. After an all-day session the conference was adjourned until the following day to give the employers an opportunity to consider the question of submitting a further offer.

On the following day the employers submitted what they termed a "temporary bill," accompanied by the following communication:

"Gentlemen:

"We herewith annex a so-called 'temporary bill', and the following is part of an agreement to carry out the views expressed by both sides:

First. The bill herewith presented to be known as the 'temporary bill', to be in force until September 1, 1926, by which time all methods then in vogue shall become part of a permanent bill, embodying all kinds of work, in the entire industry; and it will be permissible before September 1, 1926, for either side to open up for revision any one of the jobs, or regulations, now proposed in the temporary bill.

Second. The wage set at the start for a new method shall be adjusted, if necessary, but not more often than once in two weeks, to be effective at the beginning of the next payroll week.

Third. In reference to work now produced by machines making scrap bunches, it is understood that both roller and bunch-maker shall be considered as a part of the new method and shall be subject to an adjustment as to price for rolling and bunch-breaking, under paragraph two.

Yours very truly,

H. TRAISER & CO., INC.
SILVER CIGAR COMPANY
ELCHO CIGAR COMPANY
ALLES & FISHER, INC."

There was some discussion as to the items of the temporary bill and finally the employers agreed to increase the price of one operation and to modify others. It was also understood that the international officers should be present and use their good offices in endeavoring to adjust any differences which might arise during the period of readjustment. This offer of the employers was submitted to the employees at a meeting that evening and it was accepted with the understanding that the employees should return to work the follow-

ing week and be re-employed as rapidly as business conditions warranted; it also being understood that in all probability full employment would be resumed in a week or ten days.

The employees returned to work, and thereafter on several occasions the Board was called upon to assist in settling differences which arose.

Textile Industry, New Bedford. On account of alleged grievances on the part of the weavers and loomfixers employed by the Dartmouth Manufacturing Corporation, involving wages and working conditions, some of which it was contended were of long standing, a vote was taken authorizing a strike of these employees in the mill of this company. Upon ascertaining these facts, the Board called a conference with the representatives of the company and of these employees in New Bedford on Friday morning, September 17. Mr. Langshaw, president and agent, acted as spokesman for the company. The employees were represented by a committee of seven, including Mr. Binns, agent of the weavers, and Mr. Batty, agent of the loomfixers. At this conference the representatives of the employees presented their grievances in writing, stating that they had been previously submitted to the company. The parties entered into a thorough discussion of the grievance, some of which were disposed of and others, with the securing of additional information and a willingness on the part of the parties to make mutual concessions, seemed to afford an opportunity for adjustment. The conference ended early in the afternoon with the understanding that the strike, threatened to take effect the early part of the following week, would not occur; and that additional information would be secured and further conferences held by the parties to the end that a full adjustment might be made.

Following this conference the parties entered into negotiations, which unfortunately did not accomplish the results anticipated. On October 13 a strike occurred, resulting in the cessation of work of the employees, about 1,500 in number. The Board immediately communicated with the parties, but it was apparent that neither was prepared at that time to make adjustment of their differences. The Board kept informed concerning the matter and after further interviews with the parties, called a conference in New Bedford on Friday morning, November 12. At this conference the employer was represented by Mr. Langshaw and Mr. Bartlett, the treasurer of the company, and the employees by the same committee as previously. Mr. Binns presented in writing the grievances of the weavers, which were three in number. After some discussion two of the grievances were either settled or a means agreed upon for determining the same, so that only one, that in regard to the grading system, was left unsettled. Mr. Batty presented the grievances of the loomfixers, eleven in number, some of the previous subdivisions being numbered and more specifically outlined. These grievances were discussed at length and some of them were disposed of; as to others, a basis for a probable adjustment was reached; still others offered a difficult problem for solution unless mutual concessions were made. After the joint conference the Board conferred apart with the respective parties. It appeared that the company had offered a modification of the so-called grading system, which, however, did not meet with the approval of the employees. The Board suggested to the representatives of the company that this system be suspended for a period of time, during which an opportunity would be afforded for adjusting it. The period was not acceptable, but the company finally agreed that it would suspend it until January 1, 1927. The other differences were also discussed. The position of the company on the grading system and other propositions was presented to the representatives of the employees by the Board. After discussion it was decided that the matter should be left to Mr. Ross, a member of the Board, to secure further information and confer with the parties and, if found advisable, the full Board would be called into conference.

The information was secured by Mr. Ross and numerous conferences were held by him with the representatives of the employer and of the employees, extending over a period of several days. A basis of settlement was finally reached and on November 24 the employees voted to return to work on the following Monday. The employees resumed work November 29, 1926, with the mutual understanding that grading would be suspended until February 1, 1927, and the final determination of this question would be left to the Board.

ARBITRATION

The Board rendered decisions on 201 applications. It will be noted in some instances in the decisions accompanying the report that instead of a descrip-

tion of the operation being given, the items are numbered. This is a new departure, the reason being that the manufacturers, members of the Lynn Shoe Manufacturers' Bureau, and their employees, members of the Boot and Shoe Workers' Union, presented to the Board joint applications in which the operations upon which prices were asked to be determined were numbered instead of being described. Diagrams of the operations with the corresponding numbers placed thereon were presented as evidence at the hearing before the Board. The adoption of the system of using diagrams, which are chiefly on basic operations, and the establishing of prices thereon by the Board have resulted in the parties themselves being able to settle a great number of prices for new work, using the diagrams with the prices established thereon as a basis. Where the parties are unable to agree and the prices for new work are presented to the Board for determination, the Board is very materially assisted in reaching its conclusions by reference to the diagrams.

LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

Conciliation

Industries Affected: Bill-posting, Building, Cigar, Coal, Foundry, Milk, Plumbing, Rubber, Shoe, Textile, Transportation, Upholstering.
Principal Differences: Wages, Working Conditions, Discharge.

Arbitration

Industries Affected.

Coal
 Trucking
 Shoe

Issues Arbitrated.

Wages, conditions
 Wages
 Wages, discharge, interpretation

FINANCIAL STATEMENT

	1926 Appropriations	Expen- ditures	Unexpended Balance
Personal services	\$20,800.00	\$12,120.00	\$8,680.00
Expenses	5,000.00	3,853.55	1,146.45
Totals	\$25,800.00	\$15,973.55	\$9,826.45

PREFACE

In order to avoid unnecessary printing and make the report of decisions more compact, where expert assistance is used the introduction is shortened, the form used being as follows:

Having considered said application, heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards

In cases where expert assistance is not used the decision is printed in full. The words at the end of each decision, "By the Board," etc., are omitted.

DECISIONS

W. L. DOUGLAS SHOE COMPANY—BROCKTON

DECEMBER 3, 1925.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and vamps. (206)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Extra row, close, one-needle machine; regular long, circular or blucher vamps:	
Blue-tag grade	\$0.34
Brown-tag grade . . . . .	.31
Salmon-tag grade . . . . .	.31
Heel row, one-needle machine; all grades . . . . .	.12

BORKUM & GLOTT SHOE COMPANY—LYNN

DECEMBER 3, 1925

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and stitchers. (237)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Fancy stitching:	Per 36 Pairs
Pattern No. 158:	
Quarter	\$1.44
Vamp	1.575
Pattern No. 149:	
Vamp	.58
Quarter	1.08
Held-on quarter	1.56

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC.—LYNN

DECEMBER 8, 1925

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturers of Lynn, and pressers. (255)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

	Per 36 Pairs
Pressing by machine, top of quarter, pattern No. 166 x 15, Venus	\$0.225
Pressing by hand, Swiss pattern:	
Large vamp band	.99
Medium vamp band	.93
Small vamp band	.87

By agreement of the parties this decision shall take effect as of the date beginning the work in question.

CHARLES A. EATON COMPANY—BROCKTON

DECEMBER 8, 1925

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and vamps. (208)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

	Per 24 Pairs		
	Extra Grade	No. 1 Grade	Eaton-Brewster Grade
Vamping:			
No. 1020, long vamp:			
One-needle machine, two rows	\$1.14	\$1.09	\$0.99
Two-needle machine, two rows	.92	.89	.86
No. 4014, long vamp:			
One-needle machine, two rows	1.14	1.09	.99
Two-needle machine, two rows	.92	.89	.86
No. 1017, long vamp:			
One-needle machine, two rows	1.14	1.09	0.99
Two-needle machine, two rows	.92	.89	.86
No. 4048:			
One-needle machine, two rows	.78	.73	.68
Two-needle machine, two rows	.63	.58	.53
Nos. 1025, 4017:			
One-needle machine, two rows	.78	.73	.68

	Per 24 Pairs		
	Extra Grade	No. 1 Grade	Eaton- Brewster Grade
Two-needle machine, two rows	\$0.63	\$0.58	\$0.53
Nos. 4034, 1034:			
One-needle machine, two rows	.78	.73	.68
No. 4041:			
One-needle machine, two rows	.78	.73	.68
Two-needle machine, two rows	.63	.58	.53
No. 4054:			
One-needle machine, two rows	.93	.88	.83
Two-needle machine, two rows	.755	.705	.655
Extra row, two-needle machine	.41	.41	.41
Nos. 4065, 4061, 4019, 4060, 4062, 4063, 4064, 4066, 4076:			
One-needle machine, two rows	.78	.73	.68
Two-needle machine, two rows	.63	.58	.53
Nos. 4010, 1051, 1018:			
One-needle machine, two rows	.91	.86	.81
Two-needle machine, two rows	.74	.69	.64
Extra row, two-needle machine	.41	.41	.41
Nos. 1038-R, 1039, 4038-R, 4039:			
One-needle machine, two rows	.91	.86	.81
Two-needle machine	.74	.69	.64
Extra row, two-needle machine	.41	.41	.41
No. 4036:			
One-needle machine, two rows	.88	.83	.78
Two-needle machine, two rows	.76	.71	.66
Third row, one-needle machine	.33	.33	.33
Third and fourth rows, two-needle machine	.40	.40	.40
Nos. 4152, 4102, 1152, 1102:			
One-needle machine, two rows	.91	.86	.81
Two-needle machine, two rows	.74	.69	.64
Third row, one-needle machine	.28	.28	.28
Third and fourth rows, two-needle machine	.35	.35	.35
No. 4069:			
One-needle machine, two rows	.93	.88	.83
Two-needle machine, two rows	.74	.69	.64
No. 4035:			
One-needle machine, two rows	.91	.86	.81
Two-needle machine, two rows	.74	.69	.64
Third row, one-needle machine	.28	.28	.28
Third and fourth rows, two-needle machine	.41	.41	.41
No. 4053:			
One-needle machine, two rows	1.05	1.00	.95
Two-needle machine, two rows	.88	.77	.72

SWARTZ SHOE COMPANY, INC.—LYNN

DECEMBER 10, 1925

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and stockfitters. (228)

The Board awards that there shall be no change in the price paid by the Swartz Shoe Company, Inc., at Lynn, for stockfitting, as the work is there performed.

EASTERN SHOE MANUFACTURING COMPANY—LYNN

DECEMBER 15, 1925

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and levelers. (232)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.2975 per 12 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for leveling welt shoes with moulded shanks, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and lasters. (223)

The Board awards that there shall be no change in the prices paid by the Borkum & Glott Shoe Company at Lynn for the items of work submitted, as there performed, except as follows:

McKay work, old Rex system:	Per 36 Pairs
Assembling by machine	\$0.54
Tacking straps:	
Two straps to a pair	.18
Each additional two straps to a pair	.12
Consolidated Hand-method machine:	
All around, women's	1.24
Side lasting	.66
Operating bed machine	1.35
Nailing toes	.12
Lots of six pairs and under (each operation); extra	.18

A. M. CREIGHTON—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and lasters. (202)

The Board awards that there shall be no change in the prices paid by A. M. Creighton at Lynn for the items of work submitted, as there performed, except as follows:

McKay work:	Per 36 Pairs
Assembling by machine, new Rex system	\$0.54
Nailing toes	.12
Operating bed machine	1.35
Tacking straps:	
Two straps to a pair	.18
Each additional two straps to a pair	.12
Lots of six pairs and under (each operation); extra	.18
Side lasting, Consolidated Hand-method machine	.66
Welt work:	
Assembling by machine	.54
Tacking straps:	
Two straps to a pair	.18
Each additional two straps to a pair	.12
Lots of six pairs and under (each operation); extra	.18

DAVIS SHOE COMPANY—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between the Davis Shoe Company of Lynn and lasters. (212)

The Board awards that there shall be no change in the prices paid by the Davis Shoe Company at Lynn for the items of work submitted, as there performed, except as follows:

Welt work:	Per 36 Pairs
Tacking straps:	
Two straps to a pair	\$0.18
Each additional two straps to a pair	.12
Lots of six pairs and under (each operation); extra	.18

EASTERN SHOE MANUFACTURING COMPANY—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and lasters. (214)

The Board awards that there shall be no change in the prices paid by the Eastern Shoe Manufacturing Company at Lynn for the items of work submitted, as there performed, except as follows:

Welt work:	Per 36 Pairs
Assembling by machine	\$0.54
Tacking straps:	
Two straps to a pair	.18
Each additional two straps to a pair	.12
Lots of six pairs and under (each operation); extra	.18

EQUITY SHOE COMPANY—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between the Equity Shoe Company of Lynn and lasters. (213)

The Board awards that there shall be no change in the prices paid by the Equity Shoe Company at Lynn for the items of work submitted, as there performed, except as follows:

Welt work:	Per 36 Pairs
Tacking straps:	
Two straps to a pair	\$0.18
Each additional two straps to a pair	.12
Lots of six pairs and under (each operation); extra	.18

STROUT, STRITTER & CO., INC.—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and lasters. (215)

The Board awards that there shall be no change in the prices paid by Strout, Stritter & Co., Inc., at Lynn, for the items of work submitted, as there performed, except as follows:

Welt work:	Per 36 Pairs
Assembling by machine	\$0.54
Tacking straps:	
Two straps to a pair	.18
Each additional two straps to a pair	.12
Lots of six pairs and under (each operation); extra	.18
McKay work:	
Assembling by machine, new Rex system	.54
Operating bed machine	1.35
Nailing toes	.12
Side lasting, Consolidated Hand-Method machine	.66
Lasting all around, Consolidated Hand-Method machine	1.24
Tacking straps:	
Two straps to a pair	.18
Each additional two straps to a pair	.12
Lots of six pairs and under (each operation); extra	.18

WALDEN & PERRY, INC.—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between Walden & Perry, Inc., shoe manufacturer of Lynn, and lasters. (216)

The Board awards that there shall be no change in the prices paid by Walden & Perry, Inc., at Lynn for the items of work submitted, as there performed, except as follows:

Welt work:	Per 36 Pairs
Assembling by machine	\$0.54
Lots of six pairs and under (each operation); extra	.18
Tacking straps:	
Two straps to a pair	.18
Each additional two straps to a pair	.12
McKay work:	
Assembling by machine, new Rex system	.54
Operating bed machine	1.35
Nailing toes	.12
Side lasting, Consolidated Hand-Method machine	.66
Tacking straps:	
Two straps to a pair	.18

Per 36 Pairs

Each additional two straps to a pair	\$0.12
Lots of six pairs and under (each operation); extra . . . . .	.18

WATSON SHOE COMPANY—LYNN

DECEMBER 17, 1925

In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company of Lynn and lasters. (217)

The Board awards that there shall be no change in the prices paid by the Watson Shoe Company at Lynn for the items of work submitted, as there performed, except as follows:

Welt work:	Per 36 Pairs
Tacking straps:	
Two straps to a pair	\$0.18
Each additional two straps to a pair . . . . .	.12
Lots of six pairs and under (each operation); extra . . . . .	.18
McKay work:	
Assembling by machine, new Rex system, including pasting counters inside and out . . . . .	.54
Operating bed machine	1.35
Nailing toes . . . . .	.12
Lots of six pairs and under (each operation); extra . . . . .	.18

ATLANTIC SHOE COMPANY, INC.—BOSTON

DECEMBER 22, 1925

In the matter of the joint application for arbitration of a controversy between the Atlantic Shoe Company, Inc., of Boston, and McKay stitchers. (258)

The Board awards that the following prices shall be paid by the Atlantic Shoe Company, Inc., of Boston, for the work as there performed:

McKay stitching, Model D machine:	Per 36 Pairs
Three stitches to the inch	\$0.35
Four stitches to the inch . . . . .	.42
Five stitches to the inch . . . . .	.49
A fraction of a stitch to be counted as another stitch.	
Around toe; no extra.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY—LYNN

DECEMBER 22, 1925

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and ironers. (14)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines that the shoe in question (a buck-top shoe) is an uncovered shoe within the meaning of the existing price-list in the factory of the Security Shoe Company at Lynn.

By arrangement of the parties this decision shall take effect as of November 1, 1925.

DECEMBER 22, 1925

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and ironers. (15)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$3.22 per 36 pairs shall be paid by the Security Shoe Company at Lynn for ironing an all-buck boot, as the work is there performed.

By agreement of the parties this decision shall take effect as of November 1, 1925.

LONDON CHARACTER SHOE COMPANY—BROCKTON

DECEMBER 23, 1925

In the matter of the joint application for arbitration of a controversy between the London Character Shoe Company of Brockton and vampers. (240)

The Board awards that there shall be no change in the prices paid by the London Character Shoe Company at Brockton for the items of work submitted, except as follows:

Vamping:	Per 24 Pairs
Baltic, circular vamp:	
One-needle machine, two rows	\$0.81
Two-needle machine, two rows . . . . .	.63
Correct, circular vamp:	
One-needle machine, two rows . . . . .	.81
Two-needle machine, two rows . . . . .	.63
Dean, circular vamp:	
One-needle machine, two rows . . . . .	.81
Two-needle machine, two rows . . . . .	.63
Major, circular vamp:	
One-needle machine, two rows . . . . .	.86
Two-needle machine, two rows . . . . .	.69
Master, circular vamp:	
One-needle machine, two rows . . . . .	.86
Two-needle machine, two rows . . . . .	.69
Swagger, circular vamp:	
One-needle machine, two rows . . . . .	.86
Two-needle machine, two rows . . . . .	.69
Saddle bal.:	
One-needle machine, two rows . . . . .	.95
Two-needle machine, two rows . . . . .	.80

DECEMBER 23, 1925

In the matter of the joint application for arbitration of a controversy between The London Character Shoe Company of Brockton and vamps. (239)

The Board awards that the following prices shall be paid by the London Character Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Tuxedo-style shoe, coarse thread; one-needle machine, two rows	\$0.86
Blucher-style shoe; one-needle machine, two rows, space, and bar . . . . .	.75
Hobby and Campus, overlap circular oxford, including holding in tongue:	
Two-needle machine, two rows . . . . .	.73
Two-needle machine, four rows	1.08

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

DOYLE SHOE COMPANY—BROCKTON

DECEMBER 23, 1925

In the matter of the joint application for arbitration of a controversy between the Doyle Shoe Company of Brockton and vamps. (238)

The Board awards that the following prices shall be paid by the Doyle Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
No. 25 blucher oxford; two-needle machine, four rows (no bar)	\$1.08
No. 44 oxford, including holding in tongue and holding back linings:	
Two-needle machine, one operation . . . . .	.80
One-needle machine, two rows . . . . .	.95

HARNEY SHOE COMPANY—LYNN

DECEMBER 29, 1925

In the matter of the joint application for arbitration of a controversy between the Harney Shoe Company of Lynn and stitchers. (11)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board award that \$0.81 per 36 pairs shall be paid by the Harney Shoe Company at Lynn for stitching collar on vamp, pattern No. 97, Edna, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EASTERN SHOE MANUFACTURING COMPANY—LYNN

DECEMBER 29, 1925

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and stitchers. (261)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board award that \$0.36 per 36 pairs shall be paid by the Eastern Shoe Manufacturing Company at Lynn for stitching "neverslips," pattern No. 547, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON—LYNN

DECEMBER 29, 1925

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and employees in the making department. (203)

The Board awards that there shall be no change in the prices paid by A. M. Creighton at Lynn, for the items of work submitted in the making department as there performed, except as follows:

	Per 36 Pairs
Sole-laying	\$0.21
Covered shoes; extra	.03
Lots of 12 pairs and under; no extra.	
Combinations on died outsoles; extra	.07
First last-pulling; extras:	
One-buckle	.03
Two-buckle	.05
Three-buckle	.07
Solefastening:	Per 12 Pairs
Goodyear welting, right and left counter, orthopedic last	\$0.36
Rapid stitching:	
Each two stitches in addition to nine to the inch	.02
Ivory welt on sole; no extra.	
Arch-support shank; no extra.	
Rapid stitching; extras:	
Natural or black work, aloft, or imitation cork welt	.05
Ivory, aloft	.05
Ivory, channel	.05
Natural or black, channel	.05
Roughrounding; extras:	
Natural or black:	
Aloft	.02
Channel	.03
Ivory, channel	.03
McKay sewing:	Per 36 Pairs
2½ to 3 stitches to the inch	\$0.45
3½ to 4 stitches to the inch	.54
4½ to 5 stitches to the inch	.63
5½ to 6 stitches to the inch	.72
Around toe; no extra.	
Pointed or receding toe; extra	.09
(The measurement of toe where extra is to be applied is as follows: less than 6/16-inch on the last and 3/16-inch from end of toe of last)	
Edgetrimming:	Per 12 Pairs
McKay, samples, including extras; 1½ price.	
Welt; jointing, knifing and randing (separate operation)	\$0.06
Rubber soles, including extras	.42
Wood heels; no extra.	
Welt, samples, including extras; 1½ price.	
Lots of three pairs and under; 1½ price.	
Edgesetting:	
Lots of three pairs and under; 1½ price.	

Heeling:	Per 12 Pairs
Heelseat nailing, on the last	\$0.0425
Heeling, bases, on the last	.12
Heeling, Model B machine, on the last, 15/8 and under	.14
Shaving, Ultima machine:	
14/8 and over	.11
Cutter No. 4 or deeper; extra	.03
Blocking, 16/8 and over; 1/3 extra.	
Slicking heels:	
15/8 and under, straight	.04
Louis	.06
Spraying heels:	
Two coats, shank guard	.20
One coat	.12
Nailing rubber tops:	
McKay machine, with cement; top only	.12
Model B machine, with cement, top only	.14
Model B machine, nailing base and rubber, one operation (all cemented and spotted)	.165
McKay machine, nailing base and rubber, one operation (all cemented and spotted)	.14
McKay wood-heel attaching:	Per Pair
Old method, full-Louis, off last, including buffing	\$0.12
Buffing, separate operation	.005
Cuban or military heels, including jointing	.05
Half Louis, including jointing	.055
Clamp method, McKay, full Louis	.15
Cuban or half Louis	.08
Wood heeling:	
Cutting-on and fitting full-Louis heels	.055
Gluing and attaching heels by screw machine, all styles, in- cluding pounding up	.0225
Cutting-on Cuban or military heels	.045
Finishing full-Louis heels, including buffing	.055
Half-Louis heels, no jointing	.045
Wood-heel nailing, including gluing and feeding five nails	.135
Wood heeling off the last, full-Louis:	Per 36 Pairs
Fitting, old method	\$2.07
Finishing, old method	.89
	Per Pair
Cuban or military heels, no jointing	\$0.0475
Half-Louis, including boning	.0525
Scouring breast, full-Louis heel, on Brostover machine	.005
Welt attaching, clamp method:	
Cuban or military	.095
Full-Louis	.20

**DAVIS SHOE COMPANY, EASTERN SHOE MANUFACTURING
COMPANY, EQUITY SHOE COMPANY, STROUT, STRITTER
& CO., INC., WALDEN & PERRY, INC., WATSON
SHOE COMPANY—LYNN**

DECEMBER 29, 1925

In the matter of the joint applications for arbitration of a controversy between the Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, of Lynn, and employees in the making department. (249-254)

The Board awards that there shall be no change in the prices paid by the above-named employers at Lynn, for the items of work submitted in the making department as there performed, except as follows:

	Per 36 Pairs
Sole-laying	\$0.21
Covered shoes; extra	.03
Lots of 12 pairs and under; no extra.	
Combinations on died outsoles; extra	.07
First last-pulling; extras:	
One-buckle	.03

First last-pulling; extras:	Per 36 Pairs
Two-buckle	\$0.05
Three-buckle	.07
Solefastening:	Per 12 Pairs
Goodyear welting, right and left counter, orthopedic last	\$0.36
Rapid stitching:	
Each two stitches in addition to nine to the inch	.02
Ivory welt on sole; no extra.	
Arch-support shank; no extra.	
Rapid stitching; extras:	
Natural or black work, aloft, or imitation cork welt	.05
Ivory, aloft	.05
Ivory, channel	.05
Natural or black, channel	.05
Roughrounding; extras:	
Natural or black:	
Aloft	.02
Channel	.03
Ivory, channel	.03
McKay sewing:	Per 36 Pairs
2½ to 3 stitches to the inch	\$0.45
3½ to 4 stitches to the inch	.54
4½ to 5 stitches to the inch	.63
5½ to 6 stitches to the inch	.72
Around toe; no extra.	
Pointed or receding toe; extra	.09
(The measurement of toe where extra is to be applied is as follows: less than 6/16-inch on the last and 3/16-inch from end of toe of last)	
Edgetrimming:	Per 12 Pairs
McKay, samples, including extras; 1½ price.	
Welt; jointing, knifing and randing (separate operation)	\$0.06
Rubber soles, including extras	.42
Wood heels; no extra.	
Welt, samples, including extras; 1½ price.	
Lots of three pairs and under; 1½ price.	
Edgesetting:	
Lots of three pairs and under; 1½ price.	
Heeling:	
Heelseat nailing, on the last	.0425
Heeling, bases, on the last	.12
Heeling, Model B machine, on the last, 15/8 and under	.14
Shaving, Ultima machine:	
14/8 and over	.11
Cutter No. 4 or deeper; extra	.03
Blocking, 16/8 and over; 1/3 extra.	
Slicking heels:	
15/8 and under, straight	.04
Louis	.06
Spraying heels:	
Two coats, shank guard	.20
One coat	.12
Nailing rubber tops:	
McKay machine, with cement; top only	.12
Model B machine, with cement, top only	.14
Model B machine, nailing base and rubber, one operation (all cemented and spotted)	.165
McKay machine, nailing base and rubber, one operation (all cemented and spotted)	.14
McKay wood-heel attaching:	Per Pair
Old method, full-Louis, off last, including buffing	\$0.12
Buffing, separate operation	.005
Cuban or military heels, including jointing	.05
Half Louis, including jointing	.055
Clamp method, McKay, full Louis	.15
Cuban or half Louis	.08

BORKUM & GLOTT SHOE COMPANY—LYNN

DECEMBER 29, 1925

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and employees in the making department. (257)

The Board awards that there shall be no change in the prices paid by the Borkum & Glott Shoe Company at Lynn, for the items of work submitted in the making department as there performed, except as follows:

McKay sewing:	Per 36 Pairs
2½ to 3 stitches to the inch	\$0.45
3½ to 4 stitches to the inch . . . . .	.54
4½ to 5 stitches to the inch . . . . .	.63
5½ to 6 stitches to the inch . . . . .	.72
Around toe; no extra.	
Pointed or receding toe; extra . . . . .	.09
(The measurement of toe where extra is to be applied is as follows: less than 6/16-inch on the last and 3/16-inch from end of toe of last)	
Fair stitching . . . . .	.36
Shaving, Ultima machine . . . . .	.30
Heeling leather heels, Cuban; two operations . . . . .	.60
Wood heels:	
Full breasted	4.32
Spanish	1.98
Block	1.80
Nailing heels . . . . .	.36
Edgetrimmings:	
Cuban heels, close edge . . . . .	.645
Fair-stitched low heels . . . . .	.645
Wood heels; no extra.	
Double soles . . . . .	.75
Edgesetting:	
Cuban heels, close edge . . . . .	.645
Fair-stitched . . . . .	.645
Wood heels; no extra.	
Samples: 1½ price.	

SWARTZ SHOE COMPANY, INC.—LYNN

DECEMBER 29, 1925

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and employees in the making department. (236)

The Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

McKay sewing:	Per 72 Pairs
2½ to 3 stitches to the inch	\$0.80
3½ to 4 stitches to the inch . . . . .	.92
4½ to 5 stitches to the inch	1.10
5½ to 6 stitches to the inch	1.26
Around toe; no extra.	
Pointed or receding toe; extra . . . . .	.18
(The measurement of toe where extra is to be applied is as follows: less than 6/16-inch on the last and 3/16-inch from end of toe of last)	
Beating out . . . . .	.52
Cementing . . . . .	.16
Heeling . . . . .	.82
Shaving . . . . .	.525
Scouring . . . . .	.50
Breasting . . . . .	.245
Edgetrimming	1.14
Edgesetting	1.14
White stitch; no extra.	
Heel finishing . . . . .	.50
Blacking heels . . . . .	.16

Per 72 Pairs

\$0.63

.06

Fair stitching
Wetting boots

GEORGE E. KEITH COMPANY—BROCKTON

DECEMBER 31, 1925

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and sole-leather workers. (256)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Channeling outsoles, Apex machine; \$0.12 per 24 pairs.	Per 100 Pairs
Foreparting outsoles after Apex machine	\$0.20
Shanking outsoles on Boston feather-edge machine, after Apex machine.	.21

SCHWARZ, RUGGLES, INC.—BROCKTON

DECEMBER 31, 1925

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and burnishers. (3)

The Board awards that \$0.08 per 24 pairs shall be paid by Schwarz, Ruggles, Inc., at Brockton for ironing casings on imitation cork welts on burnishing machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BORKUM & GLOTT SHOE COMPANY—LYNN

JANUARY 5, 1926

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and lasters. (223)

The Board awards, as to the items of lasting submitted in the factory of the Borkum & Glott Shoe Company at Lynn, as follows:

Misses' shoes: 12½% less than the price paid for women's and growing girls'.

Children's and infants' shoes: 12½% less than the price paid for misses'.

EASTERN SHOE MANUFACTURING COMPANY—LYNN

JANUARY 5, 1926

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and lasters. (214)

The Board awards, as to the items of lasting submitted in the factory of the Eastern Shoe Manufacturing Company at Lynn, as follows:

Misses' shoes: 12½% less than the price paid for women's and growing girls'.

Children's and infants' shoes: 12½% less than the price paid for misses'.

STROUT, STRITTER & CO., INC.—LYNN

JANUARY 5, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (2)

The Board awards as follows, in the factory of Strout, Stritter & Co., Inc., at Lynn:

Cutting outsides:

Misses' shoes: 12½% less than the price paid for women's and growing girls'.

Children's and infants' shoes: 12½% less than the price paid for misses'.

JANUARY 5, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and lasters. (4)

The Board awards, as to the items of lasting submitted in the factory of Strout, Stritter & Co., Inc., at Lynn, as follows:

Misses' shoes: 12½% less than the price paid for women's and growing girls'.

Children's and infants' shoes: 12½% less than the price paid for misses'.

SWARTZ SHOE COMPANY, INC.—LYNN

JANUARY 5, 1926

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and lasters. (224)

The Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Women's and growing girls' shoes:	Per 72 Pairs
Pulling-over	\$4.05
Lasting	2.38
Sole-laying	.58
Pounding	.40

Misses' shoes: 12½% less than the price paid for women's and growing girls'.

Children's and infants' shoes: 12½% less than the price paid for misses'.

JANUARY 5, 1926

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and employees. (227)

The Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Women's and growing girls' shoes:	Per 72 Pairs
Lining-in	\$0.36
Ironing:	
One-strap	3.35
Tan boot	4.05
Tan oxford	3.24
Gun-metal boot	1.72
Bottom finishing	.81
Buffing	.81

Misses' shoes: 12½% less than the price paid for women's and growing girls'.

Children's and infants' shoes: 12½% less than the price paid for misses'.

A. M. CREIGHTON, DAVIS SHOE COMPANY, EASTERN SHOE MANUFACTURING COMPANY, EQUITY SHOE COMPANY, STROUT, STRITTER & CO., INC., WALDEN & PERRY, INC., WATSON SHOE COMPANY—LYNN

JANUARY 5, 1926

In the matter of the joint applications for arbitration of a controversy between A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, of Lynn, and employees. (241-247)

The Board awards that the following prices shall be paid by the above-named employers at Lynn for the items of work submitted in the leveling, finishing and ironing and packing departments, as there performed, except as follows:

Ironing and packing department:	Per 36 Pairs
Ironing, Colonial tongues	\$0.20
Lining-in, lacing and buttoning (piece work); 10% reduction in the price now paid.	
Cutting out cut-outs (packing department); per cut-out, \$0.005.	

BORKUM & GLOTT SHOE COMPANY, A. M. CREIGHTON, DAVIS SHOE COMPANY, EASTERN SHOE MANUFACTURING COMPANY, EQUITY SHOE COMPANY, STROUT, STRITTER & CO., INC., WALDEN & PERRY, INC., WATSON SHOE COMPANY—LYNN

JANUARY 5, 1926

In the matter of the joint applications for arbitration of a controversy between the Borkum & Glott Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, of Lynn, and cutters. (211, 218-222, 231, 233)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

CUTTING OUTSIDES

Base price on black calf, black side leather and black patent leather

Diagram	Per 36 Pairs	Diagram	Per 36 Pairs
Vamps:		9	\$1.17
1, 2	\$0.96	10	1.08
3	1.14	11, 11-A	1.08
4	1.05	12	1.17
5	1.14	12-A	1.26
6	1.14	13	1.35
7	1.14	14	1.35
8	1.14	15	1.35
9	1.14	16	1.53
10	1.32	17	1.80
11	1.23	18	1.80
12	1.23	18-A	1.62
13	1.32	19	1.98
14	1.23	20	1.89
15	1.32	21	2.52
16	1.50	22	2.385
16-A	1.56	23	1.08
0	1.44	24	1.08
00	1.80	25	1.98
000	2.22	26	.87
Tips:		27	1.05
1	.36	Split quarters or saddles:	
2, 3	.45	1, quarter	.72
4	.54	saddle	.72
5	.54	2	.90
6	.96	3	.90
7	.63	Vamp collars:	
8	1.05	1	.72
Tongues:		1-A	.72
1	.18	2	.90
2, without notch or slot	.27	3	.81
3	.36	4	.81
4	.42	5	.99
5	.36	6	.90
6	.36	6-A	.99
7	.36	7	1.08
8	.45	8	.90
9	.27	9	.99
10	.54	10	1.44
11	.54	11	1.44
12	.54	12	.99
13	.63	13	1.17
14	.99	14	1.08
Quarters:		15	1.215
0	.72	16	1.17
1	.90	17	1.53
2	.90	18	1.89
3, 3-A, 4	.90	19	1.35
5	.90	Cut-outs	1.26
6	.90	20	.72
7	1.08	21	.81
8	1.08	22	.81

Diagram	Per 36 Pairs	Diagram	Per 36 Pairs
Vamp collars: (<i>Continued</i>)		Ball straps:	
23 . . . . .	.90	1-A	\$0.54
24 . . . . .	.81	1-B . . . . .	.54
25 . . . . .	.90	1-C . . . . .	.72
26	1.26	2	1.05
Quarter collars:		Straps:	
1 . . . . .	.72	0 . . . . .	.36
1-A . . . . .	.90	1 . . . . .	.45
2	1.08	2 . . . . .	.72
4 . . . . .	.90	3 . . . . .	.90
5	1.26	4 . . . . .	.90
5-A	1.35	5	1.08
6	1.44	6	1.62
7	2.70	7 . . . . .	.81
8	1.80	Foxings:	
9	1.80	1 . . . . .	.54
10	2.16	2 . . . . .	.63
Inlays:		3 . . . . .	.72
1 . . . . .	.72	4, round end	.72
2 . . . . .	.54	square end . . . . .	.72
3 . . . . .	.45		
Extras:			
Backstays:			Per 36 Pairs
Oxford . . . . .			.18
Regular boot . . . . .			.18
7/16-inch or under in width . . . . .			.09
Tongues:			
Boot:			
Up to 6 inches . . . . .			.27
Up to 8 inches . . . . .			.36
Up to 9 inches . . . . .			.45
Up to 10 inches . . . . .			.54
High-cut boots:			
Polish:			
Up to 6 inches, government measure; base price.			
From 6 to 8 inches . . . . .			.27
From 8 to 9 inches . . . . .			.45
From 9 to 10 inches . . . . .			.63
Button:			
Up to 6 inches, government measure; base price.			
From 6 to 8 inches . . . . .			.36
From 8 to 9 inches . . . . .			.54
From 9 to 10 inches . . . . .			.72
Plain toe (not covered by tip) . . . . .			.09
Blucher formation or reverse blucher . . . . .			.18
Heel covers . . . . .			.36
Kid, kangaroo, goat . . . . .			.54
Sheep, cabaretta or ooze cabaretta leather . . . . .			.54
Ooze calf . . . . .			.36
Patent kid . . . . .			.18
Nubuck, white . . . . .			.36
Buck (genuine) . . . . .			.72
Colored leathers, other than kid . . . . .			.18
Colored kid:			
Oxford . . . . .			.27
Boot . . . . .			.36
Fabrics:			
Cut two-thick; 75% of base price.			
Cut four-thick; 70% of base price.			
Paper extension on patterns, whole-toe vamp . . . . .			.27
Paper extension on patterns, quarter . . . . .			.54
Piercing holes; per hole, \$0.00 1/16.			
Slots; per slot, \$0.00 1/12.			
Notches; per notch (curved, V-shaped or points like inverted notch, but not to apply to pointed straps); \$0.00 1/8.			
Matchmarking; per piece, \$0.00 1/8.			

Combination tags or small lots, 18 pairs or under; per width per pair, \$0.01.

Samples:

Six pairs or under; double price.

More than six pairs; 1½ price.

Leather colors; extra to be split when two kinds of leathers are used on any particular shoe.

Outside fabric materials; to be cut by cutters selected by foreman only.

Broken stock; this matter is to be taken up between the employer and the employees and, upon failure to agree, is to be arbitrated under the terms of existing agreements.

Narrow conditions, straps or collars: Per 36 Pairs

Straps, quarter collars, vamp collars or throat collars, two to a pair:

7/16-inch to 5/16-inch in width \$0.09

4/16-inch or under in width18

Length of straps: base price for strap shoes includes 5½ inches for the combined length of the short and the long strap, measured from the straight line drawn through the strap from the top to the center of the base. When the strap exceeds 5½ inches in length; each additional inch or fraction thereof09

Straps attached to either vamps, quarters or collars:

Two long straps to a pair ½-inch or over in width, not over 4 inches in length27

Two short straps or projections to a pair, ½-inch or over in width, not over 1½ inches in length09

Half notch; 16 for \$0.01.

Wave or bulge on straps, quarters, vamps or collars; 16 for \$0.01.

Throat collars attached to quarter, ½-inch or over in width36

Right-and-left quarter patterns09

Narrow collars or straps, etc., if required to be tied in sizes09

Machine cutting; 30% less than for cutting by hand.

Hour work; no change.

JANUARY 5, 1926

In the matter of the joint applications for arbitration of a controversy between the Borkum & Glott Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, of Lynn, and cutters. (211, 218-222, 231, 233)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

CUTTING TRIMMINGS

Diagram	Per 12 Pairs	Diagram	Per 12 Pairs
Strap quarter linings:		18	\$0.18
1	\$0.25	19 . . . . .	.18
2 . . . . .	.28	20 . . . . .	.19
3 . . . . .	.25	21 . . . . .	.19
4 . . . . .	.25	Tongue linings:	
5 . . . . .	.25	1 . . . . .	.08
6 . . . . .	.27	2 . . . . .	.11
7 . . . . .	.27	3 . . . . .	.09
8 . . . . .	.27	4 . . . . .	.21
9 . . . . .	.27	5 . . . . .	.18
10 . . . . .	.27	6 . . . . .	.08
11 . . . . .	.27	Leather vamp bands:	
12 . . . . .	.27	1 . . . . .	.15
13 . . . . .	.42	2 . . . . .	.15
13-A . . . . .	.30	3 . . . . .	.19
Oxford and pump linings:		Leather vamp linings:	
14 . . . . .	.16	1 . . . . .	.16
15 . . . . .	.18	2 . . . . .	.17
16 . . . . .	.18	3 . . . . .	.20
17 . . . . .	.18	4 . . . . .	.23

Trimmings:

Per 12 Pairs

Whole-leather, straight top stays:	
Cut single	\$0.06
Cut double	.045
Pieced-leather, straight top stays, cut single	.085
Silk-ribbon, satin or mercerized top stays	.03
Label-ribbon top stays:	
Cut for both boots	.06
Cut for one boot	.045
Button-fly linings:	
Cut single	.07
Cut double	.05
Polish side stays:	
Cut single	.14
Cut double	.10
Blucher side stays:	
Cut single	.14
Cut double	.10
Whole sock linings:	
Cut single	.08
Cut double	.05
Half sock linings:	
Cut single	.05
Cut double	.04
Innersole lining (whole)	.09
Extras:	
High-cut side stays:	
Over 6-inch to 8-inch, including 8-inch	.01
Over 8-inch to 10-inch, including 10-inch	.02
High-cut fly linings:	
Over 6-inch to 8-inch, including 8-inch	.01
Over 8-inch to 10-inch, including 10-inch	.02
Slots in trimming patterns	.01
Button-oxford quarter linings; extra over oxford quarter linings	.03
Side-seam quarter linings; extra over back-seam	.03
Work cut from pieces one foot or under; 50% extra.	
Waved top stays	.015
Kid or cabaretta quarter linings; extra over sheepskin	.03
Combination or small lots, 18 pairs or under	.02
Pricking holes; per hole, \$0.00 1/16.	
All detached straps	.01
Descriptive diagrams of trimming-cutting formations:	
1, 2, 2-A or 2-B	.02
3 or 3-B	.06
3-A or 3-C	.03
4-A, full notch, four to a pair	.02
4-B, one-half notch, four to a pair	.01
Samples, singles and specials; by the hour.	
Hour work; \$0.70.	

BORKUM & GLOTT SHOE COMPANY—LYNN

JANUARY 5, 1926

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and employees. (248)

The Board awards that there shall be no change in the prices paid by the Borkum & Glott Shoe Company at Lynn for the items of work submitted in the leveling, finishing and packing departments, as there performed, except as follows:

Lining-in (packing department), piece work; 10% reduction in the price now paid.

HORN SHOE COMPANY, INC.—LYNN

JANUARY 12, 1926

In the matter of the joint application for arbitration of a controversy between the Horn Shoe Company, Inc., of Lynn and levelers. (20)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and

the conditions under which it is performed, the Board awards that \$0.14 per 12 pairs shall be paid by the Horn Shoe Company, Inc., at Lynn for leveling McKay shoes on the Acme machine, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY—LYNN

JANUARY 12, 1926

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and pressers. (25)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.81 per 36 pairs shall be paid by the Security Shoe Company at Lynn for pressing pattern No. 221, gore pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MARLBOROUGH SHOE COMPANY, INC.—MARLBOROUGH

JANUARY 12, 1926

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough and the finishers. (16)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed:

	Per 36 Pairs
Naumkeaging thin shanks:	
Using guard	\$0.255
Without guard	.18
Scouring Louis breasts	.12
Painting or bleaching bottoms; full-Louis or Cuban	.18
Striping, including wiping edges	.10
Bird's-eying, two dots	.06
Polishing:	
Full-Louis	.165
Cuban	.15
Pulling screws	.06
Pulling followers	.09
Mail-order or similar grade of shoe:	
Naumkeaging round shanks	.09
Painting, No. 52 finish; handling twice	.18
Blacking:	
Bottoms and tops	.125
Bottoms	.12
Rolling:	
Bottoms and tops	.27
Bottoms	.24
Pulling lasts (welts)	.12
Wheeling bottoms, breasts	.06
Pulling followers	.09
Polishing, No. 52 finish	.18

JOSEPH F. CORCORAN SHOE COMPANY, INC.—BROCKTON

JANUARY 14, 1926

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company, Inc., of Brockton and solefasteners. (9)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company, Inc., at Brockton, for the work as there performed:

	Per 24 Pairs
Welting:	
Regular work	\$0.48
Cork welt, two units	.72
Storm welt, one unit	.60
Rounding:	
Regular work	.24
Around heel	.36

Stitching:

Per 24 Pairs

Surface stitch	\$0.62
Fudge stitch . . . . .	.56
Around heel . . . . .	.93
Two rows	1.24
Crepe soles . . . . .	.62
Double-deck soles	1.86

W. L. DOUGLAS SHOE COMPANY—BROCKTON

JANUARY 19, 1926

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and finishers. (13)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Rough-scouring, one paper; rolled heel edge:	Per 24 Pairs
Leather heels	\$0.12
Rubber heels . . . . .	.145

DAVIS SHOE COMPANY, EASTERN SHOE MANUFACTURING COMPANY, EQUITY SHOE COMPANY, STROUT, STRITTER & CO., INC., WALDEN & PERRY, INC., WATSON SHOE COMPANY—LYNN

JANUARY 19, 1926

In the matter of the joint applications for arbitration of a controversy between the Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company of Lynn, and employees in the making department. (249-254)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

SUPPLEMENTAL DECISION

Wood heeling:

Per Pair

Cutting-on and fitting full-Louis heels	\$0.055
Gluings and attaching heels by screw machine, all styles, including pounding up . . . . .	.0225
Cutting-on Cuban or military heels . . . . .	.045
Finishing full-Louis heels, including buffing . . . . .	.055
Half-Louis heels, no jointing . . . . .	.045
Wood-heel nailing, including gluing and feeding five nails . . . . .	.135

Wood heeling off the last, full-Louis:

Per 36 Pairs

Fitting, old method	\$2.07
Finishing, old method	1.89

Per Pair

Cuban or military heels, no jointing	\$0.0475
Half-Louis, including boning . . . . .	.0525
Scouring breast, full-Louis heel, on Brostover machine . . . . .	.005
Welt attaching, clamp method:	
Cuban or military . . . . .	.095
Full-Louis . . . . .	.20

SWARTZ SHOE COMPANY, INC.—LYNN

JANUARY 26, 1926

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and cutters. (234)

The Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

CUTTING OUTSIDES

Base price on black calf, black side leather and black patent leather.

Diagram	Per 36 Pairs	Vamps:—Continued	Per 36 Pairs
Vamps:		6	\$1.03
1 and 2	\$0.87	7	1.03
3	1.03	8	1.03
4 . . . . .	.95	9	1.03
5	1.03	10	1.20

DECISIONS

23

Diagram	Per 36 Pairs	Diagram	Per 36 Pairs
Vamps:—Continued		Split quarters or saddles:—Continued	
11	\$1.11	3	\$0.81
12	1.11	Vamp collars:	
13	1.20	1	.65
14	1.11	1-A	.65
15	1.20	2	.81
16	1.35	3	.73
16-A	1.41	4	.73
0	1.30	5	.89
00	1.62	6	.81
000	2.00	6-A	.89
Tips:		7	.98
1	.325	8	.81
2 and 3	.405	9	.89
4	.49	10	1.30
5	.49	11	1.30
6	.87	12	.89
7	.57	13	1.06
8	.95	14	.98
Tongues:		15	1.10
1	.16	16	1.06
2, without notch or slot	.245	17	1.38
3	.335	18	1.70
4	.38	19	1.22
5	.335	Cut-outs	1.14
6	.335	20	.65
7	.335	21	.73
8	.405	22	.73
9	.24	23	.81
10	.49	24	.73
11	.49	25	.81
12	.49	26	1.14
13	.57	Quarter collars:	
14	.89	1	.65
Quarters:		1-A	.81
0	.65	2	.98
1	.81	4	.81
2	.81	5	1.14
3, 3-A, 4	.81	5-A	1.22
5	.81	6	1.30
6	.81	7	2.43
7	.98	8	1.62
8	.98	9	1.62
9	1.06	10	1.95
10	.98	Inlays:	
11, 11-A	.98	1	.65
12	1.06	2	.49
12-A	1.14	3	.405
13	1.22	Ball straps:	
14	1.22	1-A	.49
15	1.22	1-B	.49
16	1.38	1-C	.65
17	1.62	2	.95
18	1.62	Straps:	
18-A	1.46	0	.325
19	1.80	1	.405
20	1.70	2	.65
21	2.27	3	.81
22	2.15	4	.81
23	.98	5	.98
24	.98	6	1.46
25	1.70	7	.72
26	.79	Foxings:	
27	.95	1	.49
Split quarters or saddles:		2	.57
1, quarter	.65	3	.65
saddle	.65	4, round end	.65
2	.81	square end	.65

Extras:

Per 36 Pairs

Backstays:

Oxford	\$0.165
Regular boot	.165
7/16-inch or under in width	.09

Tongues:

Boot:

Up to 6 inches	.245
Up to 8 inches	.325
Up to 9 inches	.405
Up to 10 inches	.49

High-cut boots:

Polish:

Up to 6 inches, government measure; base price.	
From 6 to 8 inches	.245
From 8 to 9 inches	.405
From 9 to 10 inches	.57

Button:

Up to 6 inches, government measure; base price.	
From 6 to 8 inches	.325
From 8 to 9 inches	.49
From 9 to 10 inches	.65

Plain toe (not covered by tip)

Blucher formation or reverse blucher .18

Heel covers .325

Kid, kangaroo or goat .49

Sheep, cabaretta or ooze cabaretta .49

Ooze calf .325

Patent kid .165

Nubuck, white .325

Buck (genuine) .65

Colored leathers other than kid .165

Colored kid:

Oxford .245

Boot .325

Fabrics:

Cut two-thick; 75% of base price.

Cut four-thick; 70% of base price.

Paper extension on patterns:

Whole-toe vamp .27

Quarter .54

Piercing holes; per hole, \$0.00 1/16.

Slots; per slot, \$0.00 1/12.

Notches; per notch (curved or V-shaped, or points like inverted notch, but not to apply to pointed straps), \$0.00 1/8.

Matchmarking; per piece, \$0.00 1/8.

Combination tags or small lots, 18 pairs or under; per width per pair, \$0.01.

Samples:

Six pairs or under; double price.

More than six pairs; 1 1/2 price.

Leather colors; extra to be split when two kinds of leather are used on any particular shoe.

Outside fabric materials; to be cut by cutters selected by foreman only.

Machine cutting; 30% less than for cutting by hand.

Broken-stock; this matter is to be taken up between the employer and the employees and, upon failure to agree, is to be arbitrated under the terms of existing agreement.

Narrow conditions, straps or collars:

Straps, quarter collars, vamp collars or throat collars, two to a pair:

7/16 to 5/16-inch in width .09

4/16-inch or under in width .18

Length of straps:

Base price for strap shoes includes 5 1/2 inches for the combined length of the short and the long strap, measured from the straight line drawn through the strap from the top

Per 36 Pairs

to the center of the base. When the strap exceeds 5 ½ inches in length; each additional inch or fraction thereof	\$0.09
Straps attached to vamps, quarters or collars:	
Two long straps to a pair; ½-inch or over in width, not over four inches in length	.27
Two short straps or projections to a pair; ½-inch or over in width, not over 1 ½ inches in length	.09
Half notch; 16 for \$0.01.	
Wave or bulge on straps, quarters, vamps or collars; 16 for \$0.01.	
Throat collars attached to quarter, ½-inch or over in width	.36
Right-and-left quarter patterns	.09
Narrow collars or straps etc., if required to be tied in sizes	.09
Hour work; no change.	

CUTTING TRIMMINGS

Diagram	Per 12 Pairs	Diagram	Per 12 Pairs
Strap quarter linings:		18	\$0.165
1	\$0.225	19	.165
2	.255	20	.175
3	.225	21	.175
4	.225	Tongue linings:	
5	.225	1	.07
6	.245	2	.10
7	.245	3	.08
8	.245	4	.19
9	.245	5	.165
10	.245	6	.07
11	.245	Leather vamp bands:	
12	.245	1	.135
13	.38	2	.135
13-A	.27	3	.17
Oxford and pump linings:		Leather vamp linings:	
14	.145	1	.145
15	.165	2	.155
16	.165	3	.18
17	.165	4	.21
Trimmings:			
Whole-leather, straight top stays:			
Cut single			.055
Cut double			.04
Pieced-leather, straight top stays, cut single			.08
Silk-ribbon, satin or mercerized top stays			.03
Label-ribbon top stays:			
Cut for both boots			.055
Cut for one boot			.04
Button-fly linings:			
Cut single			.065
Cut double			.045
Polish side stays:			
Cut single			.125
Cut double			.09
Blucher side stays:			
Cut single			.125
Cut double			.09
Whole sock linings:			
Cut single			.075
Cut double			.045
Half sock linings:			
Cut single			.045
Cut double			.035
Innersole lining (whole)			.08
Extras:			
High-cut side stays:			
Over 6-inch to 8-inch, including 8-inch			.01
Over 8-inch to 10-inch, including 10-inch			.02

High-cut fly linings:	Per 12 Pairs
Over 6-inch to 8-inch, including 8-inch	\$0.01
Over 8-inch to 10-inch, including 10-inch	.02
Slots in trimming patterns	.01
Button-oxford quarter linings; extra over oxford quarter linings	.03
Side-seam quarter linings; extra over back-seams	.03
Work cut from pieces one foot or under; 50% extra.	
Waved top stays	.015
Kid or cabaretta quarter linings; extra over sheepskin	.03
Combination or small lots, 18 pairs or under	.02
Pricking holes; per hole, \$0.00 1/16.	
All detached straps	.01
Descriptive diagrams of trimming-cutting formations:	
1, 2, 2-A or 2-B	.02
3 or 3-B	.06
3-A or 3-C	.03
4-A, full notch, four to a pair	.02
4-B, one-half notch, four to a pair	.01
Samples, singles and specials; by the hour.	
Hour work; \$0.70.	

DOYLE SHOE COMPANY—BROCKTON

JANUARY 28, 1926

In the matter of the joint applications for arbitration of a controversy between the Doyle Shoe Company of Brockton and vampers. (8, 22)

The Board awards that the following prices shall be paid by the Doyle Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Arch-support blucher, one-needle machine, two space rows; holding back linings on inside, extra	\$0.12
Bellows-tongue blucher, unlined; two-needle machine, two close rows, and bar	.60
By agreement of the parties this decision shall take effect as of the date of beginning the work in question.	

GEORGE E. KEITH COMPANY—BROCKTON

JANUARY 28, 1926

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and vampers. (23)

The Board awards that \$0.3574 per 24 pairs shall be paid by the George E. Keith Company at Brockton for vamping Pony and plug bluchers (two-needle machine, two rows, and bar), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of changing the method of barring.

SHOE MANUFACTURERS—LYNN

FEBRUARY 2, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Williams, Clark & Co., of Lynn, and stitchers. (1, 6)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

PUMP STITCHING

Items	Per 36 Pairs	Items	Per 36 Pairs
1	\$0.21	6	\$0.42
2	.36	7	.42
3	.48	8-A	.72
4	.48	8-B	.72
5	.72	8-C	.72

DECISIONS

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Items	Per 36 Pairs	Extras	Per 36 Pairs
9	\$0.96	9	\$0.09
10, including extra length of strap	1.20	Explanation: small straps must be narrow for a length of $\frac{3}{4}$ of an inch or more in order to carry narrow conditions.	
11	1.02		
12	1.26		
13	1.26		
14, including square corners at top of gore	1.17		
15, including square corners at top of gore	1.23	10	.05
16, including square corners at top of gore	1.53	10-A	.05
17	.48	11	.06
18	.24	11-A	.06
19-A	.24	11-B	.06
19-B	.30	12	.06
20	.27	12-A, over one inch in length	.09
20-A	.27	13-A	.18
20-B	.27	13-B	.24
When attached to vamp lining; extra	.09	14	.18
21	.42	14-A	.09
21-X	.33	15	.06
21-XX	.36	15-A	.12
21-A	.72	16	.06
22; per 100, \$0.75.		16-A	.12
Extras:		Explanation: when leaving a piece of lining in the throat of a shoe or on the sides or on the back of a shoe; but does not include any throwing back knife when turning square corners or throwing back knife when making points.	
1-A, 4-inch or under, attached, two to a pair	.39		
1-B, 1 $\frac{1}{2}$ -inch or under, attached, two to a pair	.15		
2	.09		
3	.06		
4	.06	17	.36
5	.12	18	.30
6, 6-C	.09	19	.06
6-A, 6-B	.06	19-A	.12
7	.06	20	.18
8-A	.09	21	.09
8-B	.09	22	.09
8-C	.09	23	.06
8-D	.12	24	.09
Explanation: collar conditions should be paid when upper part projects over the under part a total of $\frac{4}{16}$ -inch or more and the under part is not bevelled off. Nothing, however, is to be paid unless the collar condition extends for $\frac{3}{4}$ -inch or more. When the under part is bevelled or when upper and under edges are even, no extra is to be paid for collar conditions.		25	.09
		26, four ends to a pair	.06
		27	.09
		Explanation: this does not mean an ordinary one-, two- or three-strap shoe but is on a condition of a strap which is stitched on in one side of the vamp and which lies over the opposite side in such a way that it cannot be pushed back out of the way but must be held back by the pump stitcher, and causes interference.	
8-E	.09		

Extras	Per 36 Pairs	Extras	Per 36 Pairs
28	\$0.18	32, 48 for \$0.01.	
28-A	.09	33	\$0.18
29	.30	34	.06
29-A	.24	35	.18
30	Any shoe, two- or three-button shoe, which has the short length of strap, which would be naturally based as a forked one-strap shoe if the quarter is done open and flat, if vamped before being pump-stitched making a very narrow condition for the operator to go in to manipulate the strap, shall be based as a two- or three-strap shoe.		
31, no extra.		Explanation: this means when a shoe is partly done by the pump stitcher, then is taken away to have some other operation performed and returned to be finished, and the pump-stitching operation is covered by base price.	
		36	.12
		37	.06
		38	.06

STROUT, STRITTER & CO., INC.—LYNN

FEBRUARY 3, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and lasters. (32)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed, and it appearing that the operation of slipping innersoles for assembling machine was being performed at the time of the decision of the Board dated December 17, 1925, and had been for some time previous thereto, and it also appearing that no extra had ever been paid for the same, the Board determines that under the terms of said decision no extra is to be paid therefor.

BORKUM & GLOTT SHOE COMPANY—LYNN

FEBRUARY 3, 1926

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and lasters. (36)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character and the conditions under which it is performed and it appearing that the operation of slipping innersoles for assembling machine was being performed at the time of the decision of the Board dated December 17, 1925, and had been for some time previous thereto, and it also appearing that no extra had ever been paid for the same, the Board determines that under the terms of said decision no extra is to be paid therefor.

STACY-ADAMS COMPANY—BROCKTON

FEBRUARY 3, 1926

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and lasters. (26)

The Board awards that the price paid by the Stacy-Adams Company at Brockton for bed-machine operating shoes with so-called bleached-calf box, shall be upon the basis of no box.

COMMONWEALTH SHOE AND LEATHER COMPANY—WHITMAN

FEBRUARY 4, 1926

In the matter of the joint application for arbitration of a controversy between the Commonwealth Shoe and Leather Company of Whitman and edge-makers. (38)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and

the conditions under which it is performed, the Board awards that price and one-quarter shall be paid by the Commonwealth Shoe and Leather Company at Whitman for edge trimming stilt edges, so called, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY—BROCKTON

FEBRUARY 9, 1926

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and vampsers. (7)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

	Per 24 Pairs		
	Pink-Tag Grade	Blue-Tag Grade	White-Tag Grade
Vamping:			
Pattern No. 41, Princess Pat quarter oxford:			
One-needle machine, one row	\$0.59	\$0.578	\$0.528
One-needle machine, two rows	.9816	.9316	.8816
Two-needle machine, two rows	.7728	.7228	.6728
Extra row:			
One-needle machine	.3468	.3168	.3168
Two-needle machine	.3942	.3942	.3942
Pattern No. 42, foxed Princess Pat quarter oxford:			
One-needle machine, one row	.575	.556	.506
One-needle machine, two rows	.941	.891	.841
Two-needle machine, two rows	.747	.697	.647
Extra row:			
One-needle machine	.365	.335	.335
Two-needle machine	.416	.416	.416
Pattern No. 41, crimped Princess Pat blucher oxford:			
One-needle machine, two rows	1.45	1.40	1.35
Two-needle machine, two rows	1.20	1.15	1.10
Pattern No. 42, crimped Princess Pat Mocco blucher:			
One-needle machine, one row	1.30	1.28	1.23
One-needle machine, two rows	1.75	1.70	1.65
Two-needle machine, two rows	1.48	1.43	1.38
Third row, one-needle machine	.45	.42	.42
Third and fourth rows, two-needle machine	.55	.55	.55

By agreement of the parties the above prices shall take effect as of the date of beginning the work in question.

Women's Alpine pump: one-needle machine, one row, \$0.648. This price is to take effect from February 9, 1926.

MARLBOROUGH SHOE COMPANY, INC.—MARLBOROUGH

FEBRUARY 11, 1926

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and employees. (259)

The Board awards that there shall be no change in the piece prices paid by the Marlborough Shoe Company, Inc., at Marlborough for the work performed upon the mail-order or similar grade of shoe, except as follows:

Lasting department:

Side lasting, 5% reduction.

Other operations, 10% reduction.

Making department, 10% reduction.

ALDEN, WALKER & WILDE, INC.—WEYMOUTH

FEBRUARY 11, 1926

In the matter of the joint application for arbitration of a controversy between Alden, Walker & Wilde, Inc., shoe manufacturer of Weymouth, and employees. (41)

The Board awards that 5% less than the prices on men's shoes shall be paid by Alden, Walker & Wilde, Inc., at Weymouth for the items of work submitted on boys' shoes, as there performed.

By agreement of the parties this decision shall take effect as of November 30, 1925.

W. L. DOUGLAS SHOE COMPANY—BROCKTON

FEBRUARY 17, 1926

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and stitchers. (43)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

	Per 24 Pairs	
	Extra and	
	No. 1 Grades	No. 2 Grade
Undertrimming, regular work, cemented on:		
Regular oxford, blucher oxford or button oxford	\$0.36	\$0.32
Bal., button, blucher or seamless blucher, regular height	.3825	.32
Stitching edge row, regular work, oxford or blucher oxford; colored or black work	.28	.28
Stitching edge row, bal., blucher or seamless blucher, regular height	.28	.28
Stitching third row in regular oxford or blucher oxford, through lining	.28	.28
Undertrimming back of blind row, when done on one-needle machine; extra, \$0.06.		

CHURCHILL & ALDEN COMPANY—BROCKTON

FEBRUARY 17, 1926

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vamps. (39)

The Board awards that \$1.40 per 24 pairs shall be paid by the Churchill & Alden Company at Brockton for vamping the Braeburn blucher on the one-needle machine (two rows), as the work is there performed.

BURDETT SHOE COMPANY—LYNN

FEBRUARY 18, 1926

In the matter of the joint application for arbitration of a controversy between the Burdett Shoe Company of Lynn and wood-heelers. (31)

The Board awards that the following prices shall be paid by the Burdett Shoe Company at Lynn, for the work as there performed:

Wood-heeling turn shoes, clamp method:	Per Pair
Full-Louis heels	\$0.15
Cuban half-Louis heels	.08

MARLBOROUGH SHOE COMPANY, INC.—MARLBOROUGH

FEBRUARY 18, 1926

In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, Inc., of Marlborough, and wood-heelers. (40)

The Board awards that the following prices shall be paid by the Marlborough Shoe Company, Inc., at Marlborough, for the work as there performed upon "salesmen's shoes":

Wood-heeling:	Per Pair
Spike heels, including pounding heelseats, cutting back and feathering edge when necessary:	
Fancy	\$0.115
Celluloid	.12
Full-Louis heels, including pounding heelseats, cutting back and feathering edge when necessary	.11
Cuban heels, including pounding heelseats and cutting back when necessary:	

	Per Pair
Full sole	\$0.03
Notched sole	.03
Matching heels on colored-kid work; no extra.	
Samples: 1½ price.	
Heels Nos. 409-C and 91 are classified as Louis heels.	

DAVIS SHOE COMPANY—LYNN

FEBRUARY 18, 1926

In the matter of the joint application for arbitration of a controversy between the Davis Shoe Company of Lynn and wood-heelers. (30)

The Board awards that the following prices shall be paid by the Davis Shoe Company at Lynn, for the work as there performed:

Wood-heeling turn shoes, screw-machine method:	Per Pair
Full-Louis heels:	
Cutting-on and fitting	\$0.055
Finishing	.055
Half-Louis heels, no jointing	.045
Cuban military heels	.045
Gluing and attaching heels by screw machine, including pound- ing; all styles	.0225
Matchmarking; no extra.	

GEORGE E. KEITH COMPANY—BROCKTON

FEBRUARY 18, 1926

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and finishers. (12)

The Board awards that no extra shall be paid by the George E. Keith Company in Factory No. 11 at Brockton for scouring bottoms on a Southern welt or lining up edges on shanks of Southern welt and semi-turn, as the work is there performed.

SHOE MANUFACTURERS—LYNN

FEBRUARY 23, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, of Lynn, and stitchers. (5, 17)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

FRENCH-CORD STITCHING

Items	Per 36 Pairs	Items	Per 36 Pairs
1	\$0.21	17	\$0.48
2	.36	18	.24
3	.48	19-A	.24
4	.48	19-B	.30
5	.72	20	.27
6	.42	20-A	.27
7	.42	20-B	.27
8-A	.72	21	.42
8-B	.72	21-X	.33
8-C	.72	21-XX	.36
9	.96	21-A	.72
10, base	.96	22; per 100, \$0.75.	
11	1.02		
12	1.26	Extras:	
13	1.26	1-A, 4-inch or under,	
14	1.08	attached, two to a pair	.39
15	1.14	1-B, 1½-inch or under,	
16	1.44	attached, two to a pair	.15

Extras	Per 36 Pairs	Extras:	Per 36 Pairs
2	\$0.09	9	\$0.09
3	.06	Explanation: small	
4	.06	straps must be narrow	
5	.12	for a length of 3/4 of	
6, 6-C	.09	an inch or more in or-	
6-A, 6-B	.06	der to carry narrow	
7	.06	conditions.	
8	.27	10	.05
8-A	.09	10-A	.05
8-B	.09	11	.06
8-C	.09	11-A	.06
8-D	.12	11-B	.06
Explanation: collar		12, no extra.	
conditions should be		13, 48 for \$0.01.	
paid when upper part		14	.12
projects over the un-		15 Any shoe, two- or	
der part a total of		three-button shoe,	
4/16-inch or more and		which has the short	
the under part is not		length of strap, which	
bevelled off. Nothing,		would be naturally	
however, is to be paid		based as a forked one-	
unless the collar con-		strap shoe if the quar-	
dition extends for 3/4-		ter is done open and	
inch or more. When		flat, if vamped before	
the under part is bev-		being pump-stitched	
elled or when upper		making a very narrow	
and under edges are		condition for the oper-	
even, no extra is to be		ator to go in to manip-	
paid for collar condi-		ulate the strap, shall	
tions.		be based as a two- or	
8-E	.09	three-strap shoe.	

FEBRUARY 23, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., of Lynn, and stitchers. (10, 19)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

IMITATION FRENCH-CORD STITCHING

Less than 1/10-inch, on outside more than 1/16

Items	Per 36 Pairs	Items	Per 36 Pairs
1	\$0.21	18	\$0.24
2	.36	19-A	.24
3	.48	19-B	.30
4	.48	20	.27
5	.72	20-A	.27
6	.42	20-B	.27
7	.42	21	.42
8-A	.72	21-X	.33
8-B	.72	21-XX	.36
8-C	.72	21-A	.72
9	.96	22; per 100, \$0.75.	
10, base	.96		
11	1.02	Extras:	
12	1.26	1-A, 4-inch or under, at-	
13	1.26	tached, two to a pair	.39
14	1.08	1-B, 1 1/2-inch or under, at-	
15	1.14	tached, two to a pair	.15
16	1.44	2	.09
17	.48	3	.06

Extras	Per 36 Pairs	Extras:	Per 36 Pairs	
4	\$0.06	for a length of $\frac{3}{4}$ of		
5	.12	an inch or more in order		
6, 6-C	.09	to carry narrow		
6-A, 6-B	.06	conditions.		
7	.06	10	\$0.05	
8	.27	10-A	.05	
8-A	.09	11	.06	
8-B	.09	11-A	.06	
8-C	.09	11-B	.06	
8-D	.12	12, no extra.		
<p>Explanation: collar conditions should be paid when upper part projects over the under part a total of $\frac{4}{16}$-inch or more and the under part is not bevelled off. Nothing, however, is to be paid unless the collar condition extends for $\frac{3}{4}$-inch or more. When the under part is bevelled or when upper and under edges are even, no extra is to be paid for collar conditions.</p>		13, 48 for \$0.01.		
		14	.12	
		15	Any shoe, two- or three-button shoe, which has the short length of strap, which would be naturally based as a forked one-strap shoe if the quarter is done open and flat, if vamped before being pump-stitched making a very narrow condition for the operator to go in to manipulate the strap, shall be based as a two- or three-strap shoe.	
		16	.12	
8-E	.09	17, 16 $2\frac{2}{3}\%$.		
9	.09	17-A, 10%.		
<p>Explanation: small straps must be narrow</p>				

FEBRUARY 23, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., of Lynn, and stitchers. (28, 29, 33, 34)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Extra
Per 36 Pairs

Samples; no change.

Small lots, 6 pairs or under; $1\frac{1}{4}$ price.

Combination lots:

Handling two parts:

Stitching on backstays; any kind of held-on work in fancy or foxing stitching; making linings; pump stitching; vamping; tip stitching; top stitching; closing-on; any turned work or bound work:

Two widths \$0.03

Each additional width03

Handling one part:

Binding, imitation or French; stitching cut-outs; any kind of fancy stitching not held on; ironing tape; marking cut-outs and designs; hand pressing; French-cord pressing or machine pressing; perforating on feed or Knight machine; skiving; taping; trimming; buckling; barring; buttonhole operating; buttonhole finishing; buttoning; closing; staying; cementing for machine pressing; cementing stays, inlays or reinforcements; eyeletting; lacing; lining vamps; marking; Eureka marking; rubbing seams; stamping linings; sewing buttons; toe closing; lining tongues; turning:

Extra
Per 36 Pairs
\$0.015
.015

Two widths

Each additional width

Blacking; cementing tape and cementing for French-cord pressing; cementing cut-outs; trimming; buckling; barring; buttonhole operating or button sewing; buttoning; cementing for machine pressing: no extra when the work is not tied up or there is no bother or interference.

UNITY SHOE COMPANY—LYNN

FEBRUARY 23, 1926

In the matter of the joint application for arbitration of a controversy between the Unity Shoe Company of Lynn and wood-heelers. (42)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that, when tacking tongues is eliminated, \$0.18 less per 36 pairs shall be paid by the Unity Shoe Company at Lynn for the operation of wood-heeling.

STROUT, STRITTER & CO., INC.—LYNN

FEBRUARY 23, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and employees in the making department. (46)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that no extra shall be paid by Strout, Stritter & Co., Inc., at Lynn for work performed in the making department upon shoes larger than size No. 8.

FEBRUARY 25, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and employees. (47)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards, in the solefastening, edgemaking and heeling departments of Strout, Stritter & Co., Inc., at Lynn, as follows:

Misses' shoes: 12½% less than the price paid for women's.

Children's shoes: 12½% less than the price paid for misses'.

FIELD & FLINT COMPANY—BROCKTON

MARCH 4, 1926

In the matter of the joint application for arbitration of a controversy between the Field & Flint Company, shoe manufacturer of Brockton, and vampers. (50)

The Board awards that no extra shall be paid by the Field & Flint Company at Brockton for vamping with harness thread, as the work is there performed.

CHARLES A. EATON COMPANY—BROCKTON

MARCH 4, 1926

In the matter of the joint application for arbitration of a controversy between the Charles A. Eaton Company, shoe manufacturer of Brockton, and vampers. (44)

The Board awards that the following prices shall be paid by the Charles A. Eaton Company at Brockton, for the work as there performed:

Vamping:

Pattern No. 5070:

One-needle machine:

Two rows

Extra row

Stitching down lip, two rows

Two-needle machine:

Two rows

Extra row

\$1.28

.325

.80

1.03

.422

Per 24 Pairs

Per 24 Pairs

Pattern No. 5066, space rows, no bar:

One-needle machine, two rows \$1.47

Two-needle machine, four rows 1.62

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

E. E. TAYLOR COMPANY—BROCKTON

MARCH 4, 1926

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and vamps. (45)

The Board awards that no extra shall be paid by the E. E. Taylor Company at Brockton for vamping with harness thread as the work is there performed.

MARCH 4, 1926

In the matter of the joint application for arbitration of a controversy between the E. E. Taylor Company, shoe manufacturer of Brockton, and vamps. (49)

The Board awards that no extra shall be paid by the E. E. Taylor Company at Brockton for stitching harness row between vamping rows, as the work is there performed.

STROUT, STRITTER & CO., INC.—LYNN

MARCH 4, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and employees. (48)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards, in the finishing, leveling, ironing and treeing departments of Strout, Stritter & Co., Inc., at Lynn, as follows:

Misses' shoes: 12½% less than the price paid for women's.

Children's shoes: 12½% less than the price paid for misses'.

SHOE MANUFACTURERS—LYNN

MARCH 9, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, Murphy, Gorman, Waterhouse, Sargent Shoe Company, Strout, Stritter & Co., Inc., Walden & Perry, Inc., Watson Shoe Company, Williams, Clark & Co., of Lynn, and pressers. (24, 27)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

FRENCH-CORD PRESSING

Items	Per 36 Pairs	Items	Per 36 Pairs
1	\$0.315	17	\$0.72
2	.54	18	.36
3	.72	19-A	.48
4	.72	19-B	.60
5	1.08	20	.54
6	.63	20-A	.54
7	.63	20-B	.54
8-A	1.08	21	.84
8-B	1.08	21-X	.72
8-C	1.08	21-XX	.72
9	1.71	21-A	1.08
10; base	1.71	22; per 100, \$1.50.	
11	1.68		
12	2.16	Extras:	
13	2.16	1-A	.78
14	1.68	1-B	.30
15	1.80	2	.18
16	2.28	3	.12

Extras:	Per 36 Pairs	Extras:	Per 36 Pairs
4	\$0.12	$\frac{3}{4}$ of an inch or more	
5	.24	in order to carry nar-	
6, 6-C	.18	row conditions.	
6-A, 6-B	.12	9	\$0.10
7	.12	9-A	.10
8	.18	10	.12
Explanation: small		10-A	.12
straps must be nar-		10-B	.12
row for a length of		11	.09

WALDEN & PERRY, INC.—LYNN

MARCH 16, 1926

In the matter of the joint application for arbitration of a controversy between Walden & Perry, Inc., shoe manufacturer of Lynn, and lasters. (35)

The Board awards that \$1.62 per 36 pairs shall be paid by Walden & Perry, Inc., at Lynn for staple lasting, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

EASTERN SHOE MANUFACTURING COMPANY—LYNN

MARCH 17, 1926

In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Bureau (Eastern Shoe Manufacturing Company) and lasters. (53)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the counter in question in the factory of the Eastern Shoe Manufacturing Company at Lynn shall be classified as a long counter.

STROUT, STRITTER & CO., INC.—LYNN

MARCH 17, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and lasters. (66)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn for the work as there performed:

Lasting all around, Consolidated Hand-Method machine:	Per 36 Pairs
Pulling linings with hand pincers	\$0.09
Tacking counters separately and turning back lining	.09

WHITMAN & KEITH COMPANY—BROCKTON

MARCH 18, 1926

In the matter of the joint application for arbitration of a controversy between the Whitman & Keith Company, shoe manufacturer of Brockton, and vampers. (52)

The Board awards that \$0.88 per 24 pairs shall be paid by the Whitman & Keith Company at Brockton for vamping No. 2 blucher on the one-needle machine (two rows, space, and bar), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

W. L. DOUGLAS SHOE COMPANY—BROCKTON

MARCH 25, 1926

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and finishers. (70)

The Board awards that the following prices shall be paid by the W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Scouring rolled or one-half rolled heels, two papers:	Per 24 Pairs
Leather	\$0.16
Rubber	.18

A. FREEDMAN & SONS, INC.—BROCKTON

MARCH 25, 1926

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and sole-fasteners. (74)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc. at Brockton, for the work as there performed:

	Per 24 Pairs
Goodyear welting	\$0.48
Roughrounding . . . . .	.24
Goodyear stitching:	
Surface stitch . . . . .	.62
Fudge stitch . . . . .	.56

STACY-ADAMS COMPANY—BROCKTON

MARCH 25, 1926

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and finishers. (69)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

	Per 24 Pairs
Expediting	\$0.24
Applying one coat of filler . . . . .	.035
Changing shoes . . . . .	.01
Blacking heel and rand . . . . .	.0575

LYNN NOVELTY SHOE COMPANY—LYNN

MARCH 25, 1926

In the matter of the joint application for arbitration of a controversy between the Lynn Novelty Shoe Company, of Lynn, and stitchers. (68)

The Board awards that no extra shall be paid by the Lynn Novelty Shoe Company at Lynn for fancy stitching around holes, pattern No. 68, as the work is there performed.

As to pattern No. 69, stitching cut-outs on vamp and quarter collar, the Board determines that the operation in question is not fitted work.

STROUT, STRITTER & CO., INC.—LYNN

MARCH 30, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (71)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards, as to trimming cutting and lining cutting in the factory of Strout, Stritter & Co., Inc., at Lynn, as follows:

Misses' shoes: 12½% less than the price paid for women's.

Children's and infants' shoes: 12½% less than the price paid for misses'.

EMERSON SHOE MANUFACTURING COMPANY—ROCKLAND

APRIL 8, 1926

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and finishers. (77)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that there shall be no change in the prices paid by the Emerson Shoe Manufacturing Company at Rockland for bottom scouring and heel scouring, as the work is there performed.

APRIL 8, 1926

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Manufacturing Company of Rockland and Goodyear stitchers. (78)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Emerson Shoe Manufacturing Company at Rockland, for the work as there performed:

Goodyear stitching, white stitch (14 stitches to the inch):	Per 24 Pairs
Green-tag grade	\$0.78
Red-tag grade	.82

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SHOE MANUFACTURERS—LYNN

APRIL 6, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Cotter, Goodrich & Sarra Company, Colella & Leighton Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fashion Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Hopkins Shoe Company, Horn Shoe Company, Inc., Lynn Novelty Shoe Company, Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., Travers Shoe Company, Inc., Unity Shoe Company, Walden & Perry, Inc., Washington Shoe Company, Watson Shoes, Inc., Williams, Clark & Co., of Lynn, and stitchers. (51, 72)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

FANCY STITCHING

Items	Per 36 Pairs	Items	Per 36 Pairs
1	\$0.30	35	\$0.95
2	.21	36	1.10
3	.21	37	1.02
4	.30	38	.78
5	.45	39	.78
6	.27	40	.54
7	.30	41	.27
8	.45	42	.76
9	.39	43	.60
10	.48	44	.30
11	.60	45	.54
12	.66	46	.60
13	.90	47	.44
14	.84	48	.22
15	1.20	49	.30
16	.45	50	.27
17	.51	51	.30
18	.55	52	.27
19	.55	52-A	.36
20	1.10	52-B	.36
21	1.10	53	.21
22	.42	53-A	.24
23	.60	54	.57
24	.30	55	.39
25	.36	56	.48
26	.45	56-A	.96
27	.57	57	.24
28	.60	57-A	.48
28-A	.66	58	.90
29	.69	59	1.02
29-A	.75	60	.24
30	.72	61	.36
30-A	.90		
31	.54	Extras:	
32	.60	1	.27
33	.72	1-A	.33
34	.90	2; one-sixth.	

Extras:	Per 36 Pairs	Extras:	Per 36 Pairs
3	\$0.06	such lines join. If the	
4	.09	said design or panel is	
5	.06	made from straight	
6	.06	lines joining, 3 cents	
7	.06	shall be deducted from	
8	.06	each line used in com-	
8-A	.12	bination.	
9	.03	20	\$0.06
10	.12	21; price and three-quarters.	
11	.24	22; no extra.	
12	.12	23; no extra.	
13	.24	24; no extra.	
14	.03	25	.06
15	.06	26; no extra.	
16; price and one-half.		27	.09
17; same as first row.		28	.21
18; price and one-half.		29	.06
19 When a panel or de-		29-A	.06
sign is stitched which		29-B	.06
is made up of a com-		29-C	
bination of established		Measurement shall	
lines, nothing shall be		be made on line drawn	
paid for stops where		through center of strap.	
		30	.06

LEWIS A. CROSSETT COMPANY—ABINGTON

APRIL 8, 1926

In the matter of the joint application for arbitration of a controversy between the Lewis A. Crossett Company, shoe manufacturer of Abington, and employees. (21)

The Board awards that the following prices shall be paid by the Lewis A. Crossett Company at Abington for the work as there performed upon the red-tag grade:

Per 24 Pairs

Day prices; no change.

Stitching department:

Seaming or lapping oxford leather linings \$0.0675

Seaming:

Back linings, cloth (high shoes) .0575

Back linings, leather (high shoes) .085

Toe linings (flat), oxford or bal. .0575

Back linings, Congress .055

Front linings, Congress (cloth) .036

Front linings, S. tie .055

Top to lining .1225

Toe lining and barring, bal., oxford, including holding tongue .15

Making leather linings, bal. .09

Making oxford linings, not including seaming; button oxford or plain oxford, not blucher oxford .165

Stitching toe lining to quarter lining .165

Stitching label on lining .0675

Stitching eyelet facing on lining (side facing), bal. or blucher; holding in tongue .1175

Stitching inside backstay on lining, bal. or blucher .1175

Stitching top facing on lining, reel and gauge machine, invisible eyelets .0775

Stitching tongue on leather lining, bal. (not cloth) .0575

Stitching leather facing, Congress .0375

Stitching top facing, held on, single facing:

Women's .1125

Men's .12

Stitching Non-slip heelstay, oxford .24

Cementing:

Eyelet facing on lining .0725

Side linings (new blucher) .11

Tongue on lining (S. tie) .08

Rubbing seams:	
Linings	\$0.025
Vamps	.03
Tops	.03
Stitching felt box or oil toes, each	.06
Stitching leather box or oil toes, each	.06
Stitching tips, single-needle machine:	
Nos. 71, 77, 101, 102, 103, 164	.18
Two rows	.18
One row	.09
Extra row	.09
Stitching tips, two-needle machine:	
Two rows	.13
Extra row	.09
Four rows	.20
Marking:	
Vamps for tips	.0575
Eyelet rows:	
Plain	.03
A, 3, or 2-row 3, S, 9 imitation foxing	.055
8 stay, one-needle machine	.11
9, D, P, H, K, L, H foxing (9 stay with dividers)	.135
Stitching eyelet rows:	
Plain	.0925
3 stay in oxford	.165
8 stay	.2725
Two rows, A	.2725
One row, A	.195
3 stay, high shoe	.15
One row, S	.135
Two rows, S	.165
6, imitation foxing	.165
Embossed, 40, in oxford	.11
9, imitation	.085
8, two-needle machine	.33
Seaming vamp or foxing, no welt; bal. or oxford or foxing	.07
Seaming vamp or foxing with welt, bal. or oxford	.07
Seaming Rugby vamp	.135
Seaming Rugby vamp, no welt	.11
Seaming blucher backs, whole quarters; or circular-bal. backs, whole quarters	.10
Seaming up tops, bal., blucher or button; high shoe	.0725
Stitching new backstay on bal. vamp	.11
Stitching new or Rugby backstay on top	.165
Stitching new backstay on two-needle machine, or whole blucher, run-off top	.30
Stitching short backstay on bal.	.165
Stitching invisible backstay on oxford	.1225
Stitching regular backstay on oxford (wedge)	.135
Stitching T backstay on oxford	.215
Stitching outside backstays, single row:	
Bal. point stay, short back	.165
Whole blucher or circular bal., new back	.25
Bal. 3-point stay, short back	.195
Whole-blucher 3-point stay, long	.28
Square corner across top, bal., short square	.175
Square corner across top, whole blucher, long	.26
Regular backstay, run-off top, bal., short	.165
Regular backstay, run-off top, whole blucher, long	.25
Stitching straps	.105
Stitching tongues on felt or cloth linings, Singer machine:	
High shoe	.10
Oxford	.12
Stitching tongues on felt or cloth linings, held on	.1575
Stitching felt on tongues attached to vamp; cemented on	.0925
Stitching backstays, two-needle machine; extra	.0325

Stitching foxings:

Foxed blucher, not embossed	\$0.33
Foxed blucher, embossed . . . . .	.41
Foxed oxford, not embossed, regular . . . . .	.22
Foxed oxford, embossed, regular . . . . .	.33
173 foxed button, one-needle machine . . . . .	.50
139 foxed button, one-needle machine . . . . .	.50
288 foxed blucher oxford, two-needle machine . . . . .	.41
288 foxed blucher oxford, one-needle machine . . . . .	.50
Staying bal. back on outside, bal., button, Congress, blucher, blind stay; one-needle machine . . . . .	.135
Staying top, vamp and oxford quarter and foxing, also oxford lining, blind stay; two-needle Union Special (bal. or blucher top) . . . . .	.0725

Cementing:

Tongue on felt or cloth lining . . . . .	.0725
Blucher tongue to vamp and lining . . . . .	.135
Blucher-oxford whole-tongue vamp to vamp lining . . . . .	.085
Women's blucher tongue . . . . .	.085
Button stay to lining . . . . .	.045
Hook stay . . . . .	.0625
299 regular blucher oxford, when calling for invisible eyelets . . . . .	.1575
Stitching regular blucher tongue on vamp, except seamless . . . . .	.11
Stitching seamless-oxford new blucher tongue on vamp . . . . .	.085
Cementing vamp for Glass machine . . . . .	.04
Cementing top for Glass machine . . . . .	.04
Folding, snipping and cementing vamp, by hand . . . . .	.15
Folding vamp, new blucher or 48 blucher or any seamless blucher, by hand . . . . .	.11
Folding tip, by machine . . . . .	.055
Folding vamp, Glass machine . . . . .	.12
Folding and cementing new backstay and long back, by hand . . . . .	.165
Folding and cementing short backstay, by hand . . . . .	.11
Folding blucher or bal., Glass machine . . . . .	.15
Folding blucher oxford, button oxford or sailor tie . . . . .	.2725
Folding regular oxford (274) and cementing, by hand . . . . .	.22
Folding button, combination bal., 7 or 9 wide bal. or Rugby and cementing, by hand . . . . .	.085
Folding 110 button having cloth-top strap seam, calf welt . . . . .	.1925
Folding oxford, white stocks . . . . .	.275
Folding bal. top, Glass machine . . . . .	.1575
Folding blucher top, Glass machine . . . . .	.165
Folding circular oxford, Glass machine . . . . .	.12
Folding blucher oxford, Glass machine . . . . .	.1575
Folding button top, not including fly, Glass machine . . . . .	.08
Cementing and snipping (handled twice), by hand or machine . . . . .	.04
Cementing and fitting lining to top on new form, bal. or blucher . . . . .	.27
Cementing and fitting S. tie . . . . .	.165
Cementing top on lining, oxford . . . . .	.165
Cementing top on lining, foxed blucher oxford . . . . .	.22
Cementing top on lining, foxed button oxford . . . . .	.22
Cementing button, all A-quality calf, no stay . . . . .	.33
Cementing back, Congress . . . . .	.11
Doubling vamp, all kinds, two pieces . . . . .	.0725
Doubling top (top or foxing), four pieces . . . . .	.0725
Doubling tip, two pieces . . . . .	.04
Side doubling, two pieces . . . . .	.0425
Part doubling, foxing and top . . . . .	.0475
Trimming vamp, doubling and tying up vamp . . . . .	.03
Trimming vamp by doubler . . . . .	.0225
Undertrimming, bal. or blucher . . . . .	.285
Hooking without punching, new machine, one operation . . . . .	.075
Eyeletting:	
6 eyelets and under, regular . . . . .	.07
7 eyelets and over, regular . . . . .	.1025
6 eyelets and under, blind . . . . .	.085
7 eyelets and over, blind . . . . .	.1225

Working buttonholes; per 100 holes, \$0.10.	
Finishing buttonholes; per dozen, \$0.1075.	
Seaming button-fly	\$0.1225
Staying button-fly	.165
Barring button top or bal.	.1225
Folding front and back, Congress	.165
Vamping, one-needle machine:	
Blucher, seamless, two rows, with or without bar	1.26
Blucher, bellows tongue, two rows:	
With bar	.765
Without bar	.71
Blucher, regular, two rows, with or without bar, also 236	.65
Blucher oxford, with or without bar, regular	.65
Blucher 315, with or without bar	.75
Blucher 356, with or without bar	.75
Blucher 364, with or without bar	.80
Blucher, blucher oxford, regular; women's	.78
Bal., button, Congress, regular long vamp; two rows	.85
Bal., regular, women's	.85
Circular bal., button or oxford, regular	.63
Circular bal. 309	.80
Circular bal. 353	.80
Circular oxford, Fancy 349	.90
Circular, square throat; extra	.0725
Circular bal. or oxford, regular; women's	.68
Oxford, seamless, 340	.95
Each extra row	.255
Each extra row, 349 oxford, including stops	.30
Extra stops, one point on each shoe	.035
Cordovan; extra	.0725
Vamping, two-needle machine:	
Bal., button, regular; women's	.77
Bal., button or Congress, regular	.77
Bal., button or Congress, regular (33 or 35), four rows	1.00
Circular bal., button or oxford, regular	.52
Circular bal., button or oxford, regular, women's	.52
Circular bal., 309, 353, 347, 368	.70
Circular bal., 33, four rows close, or 35, two rows, space, two rows	.80
Extra rows	.255
Lacing:	
Invisible and small eyelets	.0575
Regular	.04
By hand, all kinds	.1075
Ensign, one hole	.035
Lasting department:	
Tacking innersoles:	
Tacking and trimming by hand	.12
Tacking by machine, trimming by hand	.10
Tacking and trimming by machine	.0925
Assembling:	
By hand, shellac box; mating vamps, pasting and inserting counters, chalking lasts with dry chalk, shellacking boxes, driving tacks at heel by hand	.45
Without shellac	.38
By machine, shellac box; as above except driving tacks at heel by machine	.36
Without shellac	.30
By machine, Vulco box	.31
By hand, Vulco box	.36
If dry chalk is used; extra	.0175
Pulling-over by machine:	
With shellac box	.335
With Vulco box	.375
Plain toe	.325
Side lasting:	
By hand	.68

	Per 24 Pairs
By machine	\$0.325
By machine including pulling ball and counter by hand	.44
By machine, not pulling ball and counter by hand	.32
Operating bed machine:	
Dull leather:	
No box	1.00
With box	1.06
Colored leather:	
No box	1.08
With box	1.14
Colored kid:	
No box	1.04
With box	1.10
Colored cordovan:	
No box	1.08
With box	1.14
Black cordovan:	
No box	1.04
With box	1.10
Patent leather:	
No box	1.08
With box	1.14
Hand-pulling system, including side lasting:	
Dull leather:	
No box	1.82
With box	1.92
With inserted box	1.99
Colored leather:	
No box	1.92
With box	2.02
With inserted box	2.09
Colored kid:	
No box	1.82
With box	1.92
With inserted box	1.99
Colored cordovan:	
No box	2.23
With box	2.33
With inserted box	2.40
Black cordovan:	
No box	1.82
With box	1.92
With inserted box	1.99
Patent leather:	
No box	2.23
With box	2.33
With inserted box	2.40
Extras:	
Inserting flat boxes; in addition to box-toe price	.07
Uncrimped bluchers	.15
Uncrimped bluchers with loop	.12
Long counter or arch support	.48
Whole cloth covers, tacked in or not	.32
Benjamin, Apex or short cloth covers, tacked in or not	.135
Cushion or felt innersoles	.405
High-cut boots or bals., 8 inches or over	.20
Lasting up or down	.20
Sample cases	.27
Patent tips or quarters	.27
High toes, Rex system; bed-machine operating	.135
Samples and single pairs; 1½ price.	
One-, two- or three-pair lots; 1½ price.	
Picking counters separately in assembling	.025
Pulling single cripple by machine; 1½ price.	
Chalking last with wet chalk	.025
Wetting boxes singly in assembling	.135
Placing counter back of lap in assembling	.135

Inserting paper between quarter and last in assembling	\$0.07
Iron-toe last (innersole tacking)	.01
Slipping Vulco box	.07
Wetting dry boxes in No. 5 operating	.18
Shoes requiring centering, medallion centers, scrolls and the like; one-half to puller, one-half to No. 5 operator:	
Men's	.10
Women's	.14
Heelseats, welted around heel; bed-machine operating	.15
Bottoming department:	
Picking lasts	.0726
Pulling tacks by hand and re-setting before welting; not less than two tacks to a side	.135
Pulling tacks by hand, no re-setting	.12
Pulling side tacks by machine and pulling toe wires, before welting	.08
Trimming toes by machine, Rex	.055
Stapling by machine	.06
Goodyear welting (and groove):	
Regular work	.52
Samples; 1½ price.	
One-, two- or three-pair lots; 1½ price.	
Genuine cork soles, two operations	1.36
Imitation cork, rubber and leather welt, one operation; also Arnold welt; 1½ price.	
Outside or waterproof welt (reverse); 1¼ price.	
Around heel; 1½ price.	
Butting welts by hand	.05
Driving one tack in butt of welt by hand	.04
Pulling side tacks and toe wire after welting, by hand	.06
Pulling innersole tacks after welting, by hand or machine	.055
Trimming seams by machine	.10
Trimming seams by hand	.13
Trimming seams by hand including pulling side tacks, innersole tacks and toe wires, one tack in end of welt	.28
Trimming seams by hand, long-legged boot; extra	.0275
Beating welts and mating	.07
Tacking shanks by hand	.06
Butting welt and driving tack by machine	.045
Butting welt, women's	.04
Pulling innersole tacks after welting, by machine; women's	.055
Pulling side tacks and toe wires after welting, by machine; women's	.065
Trimming seams by machine; women's	.10
Filling bottoms:	
Women's	.065
Forepart	.065
Forepart, shank and heelseat	.105
Shank and heelseat	.04
Doctor, half way through shank	.065
Heelseat	.0275
Cementing bottoms, men's or women's	.0325
Laying soles by machine, and picking soles:	
Women's	.11
Men's	.125
Laying soles by machine, double-deck; extra	.11
Nailing heelseats:	
Women's	.05
Men's	.065
Trimming heelseats:	
Men's	.045
Women's	.045
Roughrounding:	
Regular work	.25
Samples; 1½ price.	
One-, two- or three-pair lots; 1½ price.	
Rubber sole, singles and samples; 1½ price.	

Rubber sole, around heel; 1½ price.	
Leather sole, around heel; 1½ price.	
Trimming around heelseat, st. ex. and Everest last and spring-heel	\$0.125
Opening channels; women's or men's	.04
Goodyear stitching:	
Surface or white stitch	.64
Wheel or fudge stitch	.58
Samples and one-, two- or three-pair lots; 1½ price.	
Around heel; 1½ price.	
Spring-heel; 1½ price.	
Double row; double price.	
Rough-trimming (edgetrimming machine), machine fit	.30
Reducing inside shank	.0425
Reducing shank by machine	.0425
Breaking or rubbing shank by machine; women's or men's	.06
Tacking on lift (for stitched-around heel), including cementing butt and lifts	.12
Wetting for rubbing down shank	.0125
Breaking or rubbing forepart and shank by machine, women's imitation turn	.125
Cementing and turning-down channels; women's or men's	.09
Cementing channels	.045
Turning-down channels	.05
Leveling innerseams	.09
Leveling, automatic machine:	
Regular	.12
Samples; 1½ price.	
Singles; 1½ price.	
Leveling, Acme machine; men's or women's	.19
Leveling herringbone shank, Acme machine	.25
Pricking stitches	.1125
Wheeling stitches (first)	.09
Putting on stitch gloss	.05
Heeling (and boy):	
Regular	.25
Samples; 1½ price.	
Singles; 1½ price.	
Rubber heels	.30
Leather bases for rubber heels; men's or women's	.22
Rubber heels, placed by hand and nailed by machine	.28
Rubber heels and bases when combined or cemented together	.25
Rubber heels, by machine (placed by other employees)	.175
Orthopedic rubber; 1½ price.	
Rubber heels, cementing and nailing on by hand	.40
Casing and cementing rubber heels; men's or women's	.025
Cementing bases for rubber heels	.025
Naphtha-cleaning rubber heels	.01
Scouring top of heel base on last for rubber heel	.055
Scouring heelseat on last for rubber heel	.055
Scouring rubber heels before cementing	.027
Samples and singles, by machine; 1½ price.	
Nailing rubber heels by hand:	
Women's	.215
Men's	.18
Placing heel on base (rubber), by hand	.11
Nailing heels and placing rubber heels by hand	.32
Slugging:	
One row; also pegging	.13
Over one row; 1½ price.	
Three slugs, women's	.075
Over three slugs, women's	.125
Shaving heels:	
Regular	.16
Samples; 1½ price.	
Singles; 1½ price.	
Round edge around heel; 1½ price.	

	Per 24 Pairs
Rubber heels	\$0.20
Stitched-around heel; 1½ price.	
Orthopedic; 1½ price.	
Rand cutter only	.10
Rubber heels, stitched-around heel; 1½ price.	
Rolled-around heel, samples and singles; 1½ price.	
Breasting heels:	
Regular, men's or women's	.09
Samples; 1½ price.	
Singles; 1½ price.	
Doctor heel or orthopedic; 1½ price.	
Aligning breast of heels by machine	.0325
Rough-scouring heels before trimming, 1¾ inches and under; leather or rubber; men's or women's:	
One paper	.08
Two papers	.14
Edgetrimming:	
Regular	.60
Samples; 1½ price.	
Singles; 1½ price.	
Around heel, spring, round, oval, stitched; 1½ price.	
Crepe rubber; 1½ price.	
Jointing by machine	.117
Knifing, jointing, randing heelseat, pounding heelseat	.117
Edgesetting:	
Two settings, regular	.60
Around heel, two settings; 1½ price.	
Rolled-around edge, spring-heel; 1½ price.	
Regular samples; 1½ price.	
Regular singles; 1½ price.	
Samples and singles, around heel, spring-heel; 1½ price.	
One setting:	
White soles, natural welt etc.	.48
Around heel; 1½ price.	
Samples; 1½ price.	
Singles; 1½ price.	
Burnishing stitches, second wheeling	.0675
Pulling lasts after finishing	.09
Pulling lasts before finishing	.0675
Reinforcing shank, loose nail; three or four nails	.0425
Kitting edges, re-set	.28
Finishing department:	
Rough-scouring heels, 14/8 and under, one paper; leather or rubber	.08
Scouring leather heels, 14/8 and under, two papers, wet once	.17
Scouring rubber heels, 14/8 and under, two papers, wet once (when previously rough-scoured)	.17
Blackening or staining:	
Heel edge or rand	.03
Top-lift	.03
Breast of heel	.0152
Shank	.075
Shank, top-lift and breast of heel	.10
Whole bottom, top-lift and breast of heel	.12
Cutting shanks	.04
Bleaching:	
Whole bottom and top-lift	.06
Forepart and top-lift	.06
Top-lift	.0275
Wetting down whole bottom, natural or polished, power brush	.1275
Wetting down forepart, natural or polished, power brush; also shank	.1275
Expediting, leather or rubber heels; men's or women's	.18
Scouring top-lift, iron slugs not previously ground; also peg top-lift	.09
Scouring bottom, pinwheel and naumkeag	.245
Scouring breast of heel, one paper	.04

Gumming and brushing whole bottom, power brush (natural or polished bottom)	\$0.135
Gumming and brushing shank and breast, No. 32 finish, power brush	.145
Gumming:	
Top-lift on russet shoes, power brush	.025
Full bottom, Thompson wet-down stain	.135
Forepart, Thompson wet-down stain	.135
Full bottom and top-lift with gum stain, one application; No. 34 finish and tan	.235
Full bottom with gum stain, one application; No. 34 finish and tan	.20
Forepart with gum stain, one application; No. 34 finish and tan	.155
Brushing out whole white bottom, power brush	.11
Brushing out forepart, white bottom	.09
Rolling and polishing:	
Whole bottom and breast of heel	.25
Forepart	.10
Whole black or brown bottom, and faking	.25
Top-lift and cleaning slugs, black or brown	.065
Top-lift, regular top, slugs not cleaned	.045
Shank, No. 32 finish	.135
Shank, and faking	.13
Wheeling:	
Shank at breast	.045
Shank at cut	.045
Bottom across shank at cut and breast (velvet)	.09
Sides of shank and cut, two wheels at breast, No. 32 finish	.18
Fulcrum arch shank	.145
Striping:	
Regular forepart	.0425
Three-fourths around	.0525
Treeing department; hand treeing:	
Patent leather or enamel; cleaned	.85
Patent leather or enamel with patent top; cleaned and ironed all over	1.06
Patent leather, oxford with whole patent-leather quarters; cleaned and ironed all over	1.06
Vici and glazed-kangaroo vamp and top; cleaned and ironed all over	.78
Box calf, kangaroo, black oil, Centaur and chrome water-proof; cleaned	.36
Smooth chrome calf or any stock of like nature; cleaned, marks taken out	.48
Smooth chrome calf or any stock of like nature; vamp and top cleaned, ironed all over	.60
Wax calf, Manila calf or cordovan, palm finished	1.05
Wax calf, Manila calf or cordovan with calf or cordovan top, palm finished	1.16
Russia calf, Nos. 3, 23, 4, 27, 48 and stock of like nature; marks taken out, cleaned and polished	.95
Chrome tans, Spartan, Lotus, oil tans, No. 102 tan, Norwegian and stock of like nature; marks taken out, cleaned and polished	.95
Colored vici; cleaned, polished and ironed all over	.72
Single pairs and samples; 1½ price.	
Ironing top on high shoes when not as stated above	.125
Ironing top on oxfords when not as stated above	.125
Ironing vamp when not as stated above	.125
Smoothing chrome waterproof and Mardi calf, with strap	.24
Packing department:	
Cleaning linings, top facing and straps	.024
Pulling strap papers	.024
Lacing or buttoning	.049
Dressing shoes, two coats	.15
Rolling, brushing and padding heel edge, forepart edge and bottom	.09

	Per 24 Pairs
Putting in heel pods, felt or leather	\$0.045
Putting in heel pods more than 4 ½ inches long	.055
Feeling for and cutting tacks	.05
Stamping forepart	.04
Marking cartons	.035
Lacing, sizing-out, cleaning linings, taking off strap paper, trimming ends with scissors, lacing one hole on each side	.075
By agreement of the parties this decision shall take effect as of October 13, 1925.	

HUCKINS & TEMPLE, INC.—MILFORD

APRIL 13, 1926

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and employees.
(37)

The Board awards that there shall be no change in the prices paid by Huckins & Temple, Inc., at Milford for the items of work submitted, as there performed, upon the yellow-tag grade.

MEMBERS, LYNN SHOE MANUFACTURERS' BUREAU—LYNN

APRIL 22, 1926

In the matter of the joint applications for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Bureau of Lynn, and cutters.
(211, 218-222, 231, 233)

Having considered said applications and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the members of the Lynn Shoe Manufacturers' Bureau at Lynn, for the work as there performed:

SUPPLEMENTAL DECISION

Cutting:	Per Pair Extra
When two different shoes are cut out of one skin; extra for each shoe	\$0.00 ¼
Imitation alligator or snake, whole shoe	.02
Imitation lizard, whole shoe	.01 ½
This extra on alligator, snake or lizard shall apply when the cutter has to match designs or markings on skin and is compelled to place patterns in a way different from what he would in cutting ordinary patent or calf or kid leather. If the stock can be cut the same as any patent or calf or kid leather, no extra shall be paid.	
Quarter lining cut with outsides; extra over price of quarter lining and quarter-lining extras	.01
Sock lining cut with outsides; extra over price of sock lining	.01
Base height of shoes:	
Misses', 5 ¼ inches.	
Children's, 4 ¾ inches.	
Infants', 4 ¼ inches.	
Zinc pattern (not including galvanized-iron pattern):	
Two pieces to a pair	.00 ½
Four pieces to a pair	.01
Six pieces to a pair	.01 ½
Fabric with pattern slipped on back seam; leather price.	

SHOE MANUFACTURERS—LYNN

MAY 4, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Cotter, Goodrich & Sarra Company, Colella & Leighton Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fashion Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Lynn Novelty Shoe Company, Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Com-

pany, Standard Shoe Company, Strout, Stritter & Co., Inc., Travers Shoe Company, Inc., Unity Shoe Company, Walden & Perry, Inc., Watson Shoes, Inc., Williams, Clark & Co., of Lynn, and vampers. (73, 80, 81)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

VAMPING

Items	Per 36 Pairs	Extras	Per 36 Pairs
1	\$0.81	7	\$0.09
2	1.20	8	.06
3	.99	9	.06
4	.96	10	.09
5	1.00	11	.09
6	.66	12	.18
6-A	.66	13	.09
7	.66	14	.18
7-A	.66	15	.18
8	1.13	16	.09
Extras:		16-A	.18
1	.06	17	.27
2	.06	18	.005
3	.12	18-A	.005
4	.24	19; three-fourths.	
5	.06	20	.09
6	.06		

MEMBERS OF COAL EXCHANGE—BOSTON

MAY 7, 1926

In the matter of the joint application for arbitration of a controversy between members of Coal Exchange of Boston and employees. (83)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed the Board awards that there shall be no change in the provisions of the present working agreement except as to wages. The Board awards that there shall be an increase of \$1 in the weekly wages of the employees.

SWARTZ SHOE COMPANY, INC.—LYNN

MAY 7, 1926

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and stitchers. (235)

The Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Top stitching:	Per 36 Pairs
Growing girls':	
Tan oxford	\$0.4325
Tan Polish	.79
Women's:	
Oxford	.4325
Polish	.79
Pump stitching:	
Growing girls':	
One-strap	.96
Closed one-strap	1.26
Women's:	
One-strap pump	.96
Closed one-strap	1.26
Fancy stitching:	
Growing girls':	
Tan oxford:	
Vamp	.38
Foxing	.325
Side row	.215
Top row	.27
Women's:	
Oxford:	
Vamp throat	.38

	Per 36 Pairs
Foxing	\$0.325
Growing girls':	
One-strap:	
Quarter	.4325
Vamp	.38
Women's:	
One-strap pump:	
Quarter	.4325
Vamp	.38
Vamping:	
Growing girls':	
Tan oxford, two rows	.79
One-strap	1.04
Tan Polish	1.23
Women's:	
Oxford, two rows, space	.85
Polish	1.23
One-strap pump	1.04

HORN SHOE COMPANY, INC.—LYNN

MAY 13, 1926

In the matter of the joint application for arbitration of a controversy between the Horn Shoe Company, Inc., of Lynn, and levelers. (92)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Horn Shoe Company, Inc., at Lynn, for the work as there performed:

Leveling McKay shoes, single-roll machine:	Per 12 Pairs
Base price	\$0.14
Hammering toes and butts	.04
Circular ball and pounding side of ball	.035
Using rub stick, all around	.10

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

G. W. HERRICK SHOE COMPANY—LYNN

MAY 13, 1926

In the matter of the joint application for arbitration of a controversy between the G. W. Herrick Shoe Company and other members of the Lynn Shoe Manufacturers' Bureau and ironers. (84)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the G. W. Herrick Shoe Company and other members of the Lynn Shoe Manufacturers' Bureau at Lynn, for the work as there performed:

Cleaning on tree foot when not cleaned on power brush, uncovered	Per 36 Pairs
white kid, oxford, pump or one-strap; extra over tan, brown or black kid	\$0.54
Cleaning and dressing uncovered satin shoes; no change.	

By agreement of the parties the decision as to white kid shall take effect as of the week of April 1, 1926.

REGAL SHOE COMPANY—WHITMAN

MAY 21, 1926

In the matter of the joint applications for arbitration of a controversy between the Regal Shoe Company of Whitman and employees. (55-64)

The Board awards that there shall be no change in the prices (day and piece) paid by the Regal Shoe Company at Whitman to its employees in the following departments, for the work as there performed: cutting, vamping, stitching, bottoming, sole-leather and heeling, finishing, lasting, edgemaking, solefastening, treeing and dressing.

MAY 21, 1926

In the matter of the joint application for arbitration of a controversy between the Regal Shoe Company of Whitman and employees. (67)

The Board awards that the following prices shall be paid by the Regal Shoe Company at Whitman, in the heel department of the sole-leather room, for the work as there performed upon men's shoes:

New whole-lift machine:	Per 100 Pairs
Base or heel made with one cementing:	
7/16, two lifts	\$0.2335
4/8, two lifts	.2335
5/8, three lifts	.2335
Base or heel made with two cementings, four lifts, 5/8	.32

M. A. PACKARD COMPANY—BROCKTON

MAY 25, 1926

In the matter of the joint application for arbitration of a controversy between the M. A. Packard Company, shoe manufacturer of Brockton, and vampers. (98)

The Board awards that the following prices shall be paid by the M. A. Packard Company at Brockton, for the work as there performed:

Vamping, Kew pattern:	Per 24 Pairs
One-needle machine, two rows	\$0.82
Extra row	.28
Two-needle machine, two rows	.65
Extra row	.35

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DOYLE SHOE COMPANY—BROCKTON

MAY 25, 1926

In the matter of the joint application for arbitration of a controversy between the Doyle Shoe Company of Brockton and vampers. (97)

The Board awards that \$0.84 per 24 pairs shall be paid by the Doyle Shoe Company at Brockton for vamping pattern No. 35, blucher oxford, on two-needle machine (four rows, spaced, no bar), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HUCKINS & TEMPLE, INC.—MILFORD

MAY 25, 1926

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and Goodyear stitchers. (100)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

Goodyear stitching:	Per 12 Pairs
Black surface stitch	\$0.2866
18-cord thread	.2866

BORKUM & GLOTT SHOE COMPANY, BURDETT SHOE COMPANY, DAVIS SHOE COMPANY, A. FISHER & SON, INC., SECURITY SHOE COMPANY, STROUT, STRITTER & CO., INC., SWARTZ SHOE COMPANY, INC.—LYNN

MAY 25, 1926

In the matter of the joint applications for arbitration of a controversy between the Borkum & Glott Shoe Company, Burdett Shoe Company, Davis Shoe Company, A. Fisher & Son, Inc., Security Shoe Company, Strout, Stritter & Co., Inc., Swartz Shoe Company, Inc., of Lynn, and stitchers. (82, 95)

The Board awards that on the following operations in the stitching departments of the above-named employers at Lynn, the prices for misses' shoes shall be 12½% less than the prices paid for women's and growing girls'; and the prices for children's and infants' shoes shall be 12½% less than the prices paid for misses':

French-cord stitching,

Imitation French-cord stitching,
 Imitation French-cord stitching, more than 1/10 inch,
 Galoon binding,
 Making covers,
 Closing,
 Staying,
 Cementing backing,
 Cementing for machine pressing,
 Closing-on bound work,
 Closing-on turned work,
 Turning,
 Fancy stitching,
 Foxing stitching,
 Marking by hand,
 Lining making,
 Skiving,
 Pressing, by hand or machine,
 Perforating,
 French-cord pressing, by hand or machine,
 Pump stitching,
 Top stitching,
 Toe closing,
 Tip stitching,
 Taping on Osgood machine,
 Vamping,
 Stitching tongue linings,
 Stitching on tape tongue linings,
 Stitching in blucher tongues,
 Ironing tape.

A. M. CREIGHTON—LYNN

JUNE 8, 1926

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and lasters. (101)

The Board awards that there shall be no change in the price paid by A. M. Creighton at Lynn for tacking innersoles by machine, as the work is there performed.

COTTER & MORAN, INC., HOLDER COAL COMPANY, J. B. & W. R. LAMPER, LYNN COAL COMPANY, INC., REED & COSTOLO, SPRAGUE, BREED, STEVENS & NEWHALL, INC.—LYNN

JUNE 8, 1926

In the matter of the joint application for arbitration of a controversy between Cotter & Moran, Inc., Holder Coal Company, J. B. & W. R. Lamper, Lynn Coal Company, Inc., Reed & Costolo, Sprague, Breed, Stevens & Newhall, Inc., of Lynn, and employees. (102)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that there shall be no change in the items contained in the present working agreement submitted to the Board, except as to wages. The Board awards that there shall be an increase of \$1 in the weekly wages of the employees.

By agreement of the parties this decision shall take effect as of April 18, 1926.

SHOE MANUFACTURERS—LYNN

JUNE 10, 1926

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, Callahan & Morton, Colella & Leighton Shoe Company, Cotter, Goodrich & Sarra Company, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fashion Shoe Company, Harney Shoe Company, James W. Hitchings Company, Inc., Hopkins Shoe Company, Horn Shoe Company, Inc., A. E. Little Company, Lynn Novelty Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Company, Standard Shoe Company, Travers Shoe Company, Inc., Unity Shoe Company, Wal-

den & Perry, Inc., Washington Shoe Company, Williams, Clark & Co., of Lynn, and heelers. (88)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

	Per 12 Pairs
Heelseat nailing, on the last	\$0.0425
Heeling, Model B machine, on the last; 15/8 and under	.14
Nailing rubber tops:	
Model B machine, with cement, top only	.14
Spotting rubber tops	.06
Shaving, Ultima machine; 14/8 and over	.11
Slicking:	
16/8 and under	.04
Louis	.06
	Per Pair
Wood-heel attaching, old method, off last, including buffing; full-Louis:	
McKay	\$0.12
Welt	.14
Buffing (separate operation)	.005
Welt wood-heel attaching, screw machine; full-Louis, Cuban and half-Louis	.0225
McKay wood-heel attaching, screw-machine method:	
Full-Louis:	
Cutting-on and fitting	.055
Gluing and attaching, including pounding heelseats	.0225
Finishing	.055
Cutting-on and fitting (no jointing):	
Cuban and military	.045
Half-Louis	.045
Wood-heel attaching, clamp method:	
Welt:	
Full-Louis	.20
Cuban (including jointing)	.095
Half-Louis (including jointing)	.095
McKay:	
Full-Louis	.15
Cuban (including jointing)	.08
Half-Louis (including jointing)	.08
Making splice on sole; extra	.005

BORKUM & GLOTT SHOE COMPANY—LYNN

JUNE 10, 1926

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company of Lynn and heelers. (89)

The Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

	Per 12 Pairs
Heelseat nailing, on the last	\$0.0425
Heeling, Model B machine, on the last; 15/8 and under	.14
Nailing rubber tops, Model B machine, with cement; top only	.14
Shaving, Ultima machine; 14/8 and over	.11
Slicking:	
15/8 and under	.04
Louis	.06
	Per Pair
McKay wood-heeling, old method; off last, including buffing; full-Louis	\$0.12
Buffing (separate operation)	.005
Making splice on sole; extra	.005

A. M. CREIGHTON—LYNN

JUNE 10, 1926

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and heelers. (88)

The Board awards that the following prices shall be paid by A. M. Creighton at Lynn, for the work as there performed:

	Per 12 Pairs
Heelseat nailing, on the last	\$0.0425
Heeling, Model B machine, on the last; 15/8 and under	.14
Nailing rubber tops:	
Model B machine, with cement; top only	.14
Spotting rubber tops	.06
Shaving, Ultima machine; 14/8 and over	.11
Slicking:	
15/8 and under	.04
Louis	.06
	Per Pair
Wood-heel attaching, old method, off last, including buffing; full-	
Louis:	
McKay	\$0.12
Welt	.14
Buffing (separate operation)	.005
Welt wood-heel attaching, screw machine; full-Louis, Cuban and half-Louis	.0225
McKay wood-heel attaching, screw-machine method:	
Full Louis:	
Cutting-on and fitting	.055
Gluing and attaching, including pounding heelseats	.0225
Finishing	.055
Cutting-on and fitting (no jointing):	
Cuban and military	.045
Half-Louis	.045
Wood-heel attaching, clamp method:	
Welt:	
Full Louis	.20
Cuban (including jointing)	.095
Half-Louis (including jointing)	.095
McKay:	
Full-Louis	.15
Cuban (including jointing)	.08
Half-Louis (including jointing)	.08
Wood-heeling off the last, full Louis:	Per 36 Pairs
Fitting, old method	\$2.07
Finishing, old method	1.89
Making splice on sole; extra, per pair, \$0.005.	

STROUT, STRITTER & CO., INC.—LYNN

JUNE 10, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and heelers. (90)

The Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

	Per 12 Pairs
Heelseat nailing, on the last	\$0.0425
Heeling, Model B machine, on the last; 15/8 and under	.14
Nailing rubber tops, Model B machine, with cement; top only	.14
Shaving, Ultima machine; 14/8 and over	.11
Slicking:	
15/8 and under	.04
Louis	.06
McKay wood-heel attaching, screw-machine method:	Per Pair
Full Louis:	
Cutting-on and fitting	\$0.055
Gluing and attaching, including pounding heelseats	.0225
Finishing	.055
Cutting-on and fitting (no jointing):	
Cuban and military	.045
Half-Louis	.045
Making splice on sole; extra	.005

WATSON SHOES, INC., LYNN

JUNE 10, 1926

In the matter of the joint application for arbitration of a controversy between Watson Shoes, Inc., of Lynn, and heelers. (91)

The Board awards that the following prices shall be paid by Watson Shoes, Inc., at Lynn, for the work as there performed:

	Per 12 Pairs
Heelseat nailing, on the last	\$0.0425
Heeling, Model B machine, on the last; 15/8 and under	.14
Nailing rubber tops, Model B machine, with cement; top only	.14
Shaving, Ultima machine; 14/8 and over	.11
Slicking:	
15/8 and under	.04
Louis	.06
Welt wood-heel attaching, clamp method:	Per Pair
Full-Louis	\$0.20
Cuban (including jointing)	.095
Half-Louis (including jointing)	.095
Making splice on sole; extra	.005

HUCKINS & TEMPLE, INC.—MILFORD

JUNE 24, 1926

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and vampers. (103)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

	Per 12 Pairs
Vamping:	
No. 1931, blucher oxford; two-needle machine:	
Corded, two close rows	\$0.306
No bar, four close rows	.3475
No. 1936, blucher oxford; two-needle machine:	
No bar, four close rows	.3475
With bar, two close rows, when vamping is close to harness row	.306
No. 1937, blucher oxford, with bar; one-needle machine, two space rows	.3475

SWARTZ SHOE COMPANY, INC.—LYNN

JULY 1, 1926

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and stitchers. (235)

The Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

	Per 36 Pairs
Perforating:	
Growing girls' shoes:	
Tan oxford:	
Vamp	\$0.165
Side row	.135
Hook foxing	.215
Oxford top	.165
One-strap:	
Quarter	.36
Vamp	.165
Tan Polish:	
Side and top	.35
Vamp	.215
Tip	.08
Women's shoes:	
Oxford:	
Vamp	.165
Side row	.135
Hook foxing	.215
Oxford top	.165
Tip	.08

Polish:	
Side and top	\$0.35
Vamp	.215
Tip	.08
One-strap:	
Quarter	.36
Vamp	.165

DOYLE SHOE COMPANY—BROCKTON

JUNE 24, 1926

In the matter of the joint application for arbitration of a controversy between the Doyle Shoe Company of Brockton and stitchers. (105)

The Board awards that the following prices shall be paid by the Doyle Shoe Company at Brockton, for the work as there performed:

	Per 48 Hours
All-round cripple or sample stitching	\$24.00
Tip stitching	23.08
Undertrimming	23.08
Backstay stitching	23.08
Seaming	23.08
Eyelet-row stitching	23.08
Foxing stitching	23.08
Hooking and eyeletting	24.00

GEORGE E. KEITH COMPANY—BROCKTON

JUNE 24, 1926

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and vamps. (104)

The Board awards that the following prices shall be paid by the George E. Keith Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Chatter tie:	
Single-needle machine, one row, and bar, two rows	\$0.7596
Two-needle machine, two rows and bar, one operation	.78
Crisp Downer tie:	
Single-needle machine, one row and bar	.7596
Two-needle machine, two rows and bar, one operation	.7148
Plug blucher oxford:	
Single-needle machine, one row, and bar, one row	.556
Two-needle machine, two rows, and bar, one operation	.7148
No. 2 Pony gore pump:	
Single-needle machine, one row, and bar	.556
Two-needle machine	.7148

By agreement of the parties this decision shall take effect as of the date of the change in method.

A. M. CREIGHTON—LYNN

JULY 1, 1926

In the matter of the joint applications for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and wood-heelers. (109, 110)

The Board awards that the following prices shall be paid by A. M. Creighton at Lynn, for the work as there performed:

Wood-heeling:	Per Pair
Cutting-on notched sole, McKay; Cuban, military or half-Louis; less than regular price	\$0.01
When tongue is not tacked; less	.005
Skiving flap, lifting top-lift, tucking flap under top-lift and putting in screw, McKay; Louis, extra	.0125

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

MUTUAL SHOE COMPANY—LYNN

JULY 1, 1926

In the matter of the joint application for arbitration of a controversy between the Mutual Shoe Company of Lynn and cutters. (112)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$1.08 per 36 pairs shall be paid by the Mutual Shoe Company at Lynn for outside-cutting quarter, pattern No. 100.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BOND SHOE MANUFACTURING CORPORATION—LYNN

JULY 1, 1926

In the matter of the joint application for arbitration of a controversy between the Bond Shoe Manufacturing Corporation of Lynn and employees. (113)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Bond Shoe Manufacturing Corporation at Lynn, for the work as there performed:

Wood-heeling, off-the-last method:		Per 36 Pairs
Full-Louis		\$3.48
Half-Louis, including jointing		1.62
Cuban or military, including jointing		1.62
Wood-heel nailing, including gluing and feeding five nails		.405
Edgemaking, McKay:		
Edgetrimming:		
Single soles		.645
Including boning		.735
Wood heels; no extra.		
Edgesetting:		
Single soles; foreparts twice, shanks once		.735
Uncovered fancy colors of a delicate nature		.12
Wood heels; no extra.		

By agreement of the parties the prices relating to wood-heeling shall take effect as of May 1, 1926.

SHOE MANUFACTURERS—LYNN

JULY 1, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Cotter, Goodrich & Sarra Company, Colella & Leighton Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fashion Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Lynn Novelty Shoe Company, Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., Travers Shoe Company, Inc., Unity Shoe Company, Walden & Perry, Inc., Watson Shoes, Inc., Williams, Clark & Co., of Lynn, and stitchers. (75, 79)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

LINING MAKING

Items	Per 36 Pairs	Items	Per 36 Pairs
1	\$0.12	10	\$0.18
2	.11	11	.24
3	.10	12	.09
4	.15	13	.12
5	.12	14	.30
6	.30	15	.15
7	.33	16	.30
8	.15	17	.105
9	.11	18	.27

CONCILIATION AND ARBITRATION

Items	Per 36 Pairs	Extras:	Per 36 Pairs
19	\$0.30	2	\$0.03
20	.39	3	.045
21	.48	4	.02
22	.57	5	.015
23	.24	6	.06
24	.30	7	.03
25	.15	8	.06
26	.18	9	.06
Extras:		10	.03
1	.015	11	.06

JULY 1, 1926

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Cotter, Goodrich & Sarra Company, Colella & Leighton Shoe Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Equity Shoe Company, Fashion Shoe Company, A. Fisher & Son, Inc., Harney Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Lynn Novelty Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., Travers Shoe Company, Inc., Unity Shoe Company, Walden & Perry, Inc., Washington Shoe Company, Watson Shoes, Inc., Williams, Clark & Co., of Lynn, and stitchers. (93, 94)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

PERFORATING

Items	Per 36 Pairs	Items	Per 36 Pairs
1	\$0.09	34-A	\$0.33
2	.18	34-B	.40
3	.24	34-C	.46
4	.21	34-D	.51
5	.27	34-E	.54
6	.15	35	.15
7	.18	36	.18
8	.21	37-A	.64
9	.18	37-B	.745
10	.21	37-C	.87
11	.18	38-A	.82
12	.18	38-B	1.03
13	.24	38-C	1.23
14	.24	Extras:	
15	.15	1	.03
16	.18	2	.09
17	.18	2-A	.06
18	.18	3	.06
19	.15	4	.06
20	.18	5	.12
21	.18	6	.03
22	.20	7	.06
23	.20	8	.09
24	.15	9	.21
25	.15	10; extra, one-third.	
26	.18	11	.105
27	.18	12	.21
28-A	.24	13; extra, one-third.	
28-B	.27	14; extra, one-third.	
29-A	.24	15; extra, one-third.	
29-B	.48	16; extra, one-third.	
29-C	.51	17	Narrow conditions on
30	.24		straps or collars 7/16-
31	.27		inch or less in width,
32	.36		two or four pieces to
33	.39		a pair .09

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Extras	Per 36 Pairs		Per 36 Pairs
18	\$0.09	3	\$0.06
19		4	.15
When panel or design is made up of a combination of established lines, nothing shall be paid for stops where such lines join. If said design or panel is made up of straight lines joining, \$0.03 shall be deducted from each operation after the first.		Extras:	
		1	.03
		2	.06
		3	.03
		3-A	.06
		4	.02
		4-A	.04
		5	.03
		6	.03
		6-A	.06
		7	.03
20	.06	7-A	.06
21	.03	8	.06
22		9	.03
Narrow conditions shall be measured from the outside edge of straps or collars.		10	.09
		11	.00
		12	.03
Knight, Freeman or punch machine:		12-A	.06
1	.09	13	.03
2	.18		

JULY 15, 1926

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company, Colella & Leighton Shoe Company, Cotter, Goodrich & Sarra Company, A. M. Creighton, Equity Shoe Company, Fashion Shoe Company, Harney Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Hopkins Shoe Company, Horn Shoe Company, Inc., Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Company, Strout, Stritter & Co., Inc., Travers Shoe Company, Inc., Unity Shoe Company, Walden & Perry, Inc., Washington Shoe Company, of Lynn, and edgetrimmers. (85)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Wood-heel work:	Per 36 Pairs
Edgetrimming	\$0.645
Boning; extra	.09

BORKUM & GLOTT SHOE COMPANY—LYNN

JULY 15, 1926

In the matter of the joint application for arbitration of a controversy between the Borkum & Glott Shoe Company of Lynn and edgemakers. (86)

The Board awards that the following prices shall be paid by the Borkum & Glott Shoe Company at Lynn, for the work as there performed:

Wood-heel work:	Per 36 Pairs
Edgetrimming (McKay)	\$0.645
Boning; extra	.09
Wetting; extra	.09
Edgesetting; foreparts twice, shanks once	.735
Misses' shoes; 12 ½ % less than the price paid for women's.	
Children's shoes; 12 ½ % less than the price paid for misses'.	

SWARTZ SHOE COMPANY, INC.—LYNN

JULY 15, 1926

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and edgemakers. (87)

The Board awards that the following prices shall be paid by the Swartz Shoe Company, Inc., at Lynn, for the work as there performed:

Edgetrimming or edgesetting:	Per 72 Pairs
Tap-sole shoes with heels:	
Women's or growing girls'	\$1.20
Misses'	1.10

Children's or infants'	Per 72 Pairs
Single-sole shoes:	\$1.00
Women's or growing girls'	1.14
Misses'	1.045
Children's	.95
White stitch; extra	.24

CHURCHILL & ALDEN COMPANY—BROCKTON

JULY 28, 1926

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company of Brockton and dressers and packers. (116)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Unit shoe, white-tag grade:	Per 24 Pairs
Rolling and brushing heels, edges, bottoms and top-lifts	\$0.0875
Rolling and brushing heels, edges and bottoms	.085

JOSEPH F. CORCORAN SHOE COMPANY—BROCKTON

JULY 28, 1926

In the matter of the joint application for arbitration of a controversy between the Joseph F. Corcoran Shoe Company of Brockton and vampers. (114)

The Board awards that the following prices shall be paid by the Joseph F. Corcoran Shoe Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Pattern No. 454:	
One-needle machine, two rows	\$0.72
Two-needle machine, two rows	.55
Pattern No. 707:	
Two-needle machine, four rows spaced, no bar	.94

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

STROUT, STRITTER & CO., INC.—LYNN

JULY 28, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (124)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines, as to the damaged shoes in question, that the cutters are responsible and should pay only for those damaged shoes the tags upon which have been marked by the Board "Charged."

BOND SHOE MANUFACTURING CORPORATION—LYNN

JULY 30, 1926

In the matter of the joint application for arbitration of a controversy between the Bond Shoe Manufacturing Corporation of Lynn and cutters. (111)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Bond Shoe Manufacturing Corporation at Lynn for outside cutting, as the work is there performed:

Vamp pattern No. 29103	Per 36 Pairs
Overlay pattern No. 111-112	\$1.41
Overlay pattern No. 26-128	.90
Quarter pattern No. 129	1.26
	.81

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SWARTZ SHOE COMPANY, INC.—LYNN

JULY 30, 1926

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn and cut-out stitchers. (119)

The Board awards that 10% less than the regular price shall be paid by the Swartz Shoe Company, Inc., at Lynn for stitching cut-outs.

GEORGE E. KEITH COMPANY—BROCKTON

AUGUST 17, 1926

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and sole-fasteners. (151)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.85 per hour shall be paid by the George E. Keith Company at Brockton for special work in the solefastening department (Goodyear welting, stitching or round-ing).

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

DOYLE SHOE COMPANY—BROCKTON

AUGUST 19, 1926

In the matter of the joint application for arbitration of a controversy between the Doyle Shoe Company of Brockton and finishers. (146)

The Board awards that \$0.10 per 24 pairs shall be paid by the Doyle Shoe Company at Brockton for padding and brushing heels, as the work is there performed.

SHOE MANUFACTURERS—LYNN

AUGUST 20, 1926

In the matter of the joint application for arbitration of a controversy between Borkum & Glott Shoe Company, A. M. Creighton, Harney Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Lynn Novelty Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Company, Strout, Stritter & Co., Inc., Swartz Shoe Company, Inc., Travers Shoe Company, Inc., Unity Shoe Company, Walden & Perry, Inc., of Lynn, and lasters. (158)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

Consolidated Hand-method machine; women's shoes:	Per 36 Pairs
Side-lasting McKay shoes	\$0.84
Lasting McKay shoes all around	1.42
Hour work; \$0.95.	

By agreement of the parties this decision shall take effect as of August 13, 1926.

HUCKINS & TEMPLE, INC.—MILFORD

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and vamps. (155)

The Board awards that the following prices shall be paid by Huckins & Temple, Inc., at Milford, for the work as there performed:

Vamping:	Per 12 Pairs
Pattern No. 1931, blucher oxford:	
Corded; third row, one-needle machine	\$0.153
Two-needle machine, two extra rows over four rows	.1737
Pattern No. 1936, two extra rows over four rows	.1737
Barring; no change.	

Per 12 Pairs

Pattern No. 735, blucher oxford; two-needle machine, close row and bar	\$0.266
Pattern No. 736, blucher oxford; one-needle machine, space row	.60

MEMBERS, COAL EXCHANGE; BOSTON & MAINE RAILROAD—BOSTON

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between members of the Coal Exchange of Boston and the Boston & Maine Railroad and engineers. (148)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that there shall be no change in the provisions of the present working agreement except as to wages. The Board awards that there shall be an increase of \$1 in the weekly wages of the three classes of engineers or assistants named in Section 1 of Article 2 of said agreement; that the engineers and assistants named in the first paragraph of Section 4 shall be paid at the rate of \$7 per day in addition to their regular wages.

STROUT, STRITTER & CO., INC.—LYNN

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (123)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.10 per 12 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn for cutting fabric for inside of shoes, as per attached sample (circular vamps).

A. J. BATES COMPANY—WEBSTER

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between the A. J. Bates Company, shoe manufacturer of Webster, and employees. (117).

The Board awards that there shall be no change in the day and piece prices paid by the A. J. Bates Company to its employees at Webster.

CHURCHILL & ALDEN COMPANY—BROCKTON

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between the Churchill & Alden Company, shoe manufacturer of Brockton, and vampers. (149)

The Board awards that the following prices shall be paid by the Churchill & Alden Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Regent, one-needle machine, two rows; regular grade	\$0.95
Edgemont, one-needle machine, two rows:	
Regular grade	.82
Unit grade	.72
Edgemont, two-needle machine, two rows; unit grade	.55
When threads of two different colors are used on circular vamp, one-needle machine, two rows; no extra.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BENDER SHOE COMPANY—LYNN

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between the Bender Shoe Company of Lynn and stitchers. (150)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the follow-

ing prices shall be paid by the Bender Shoe Company at Lynn, for the work as there performed:

Fancy stitching, pattern Sunny or Sunray:	Per 36 Pairs
Quarters	\$2.94
Vamps	2.94

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

BOND SHOE MANUFACTURING CORPORATION—LYNN

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between the Bond Shoe Manufacturing Corporation of Lynn and cutters. (159)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Bond Shoe Manufacturing Corporation at Lynn, for the work as there performed:

Cutting pattern No. 35-136:	Per 36 Pairs
Vamp band	\$0.90
Leather vamp band and strap	1.53
Satin vamp band and strap	1.65

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

GEORGE E. KEITH COMPANY—BOSTON

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer, and edgesetters in Factory No. 9 at Boston (118)

The Board awards that there shall be no change in the prices paid by the George E. Keith Company in Factory No. 9 at Boston for the items of work submitted, except that small lots are to include three pairs and under.

STACY-ADAMS COMPANY—BROCKTON

AUGUST 31, 1926

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and employees. (115)

The Board awards that \$0.075 per 24 pairs shall be paid by the Stacy-Adams Company at Brockton for trimming vamps all around by machine and trimming backstays at heelseats by hand, as the work is there performed.

SEPTEMBER, 9, 1926

In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and vampers. (147)

The Board awards that the following prices shall be paid by the Stacy-Adams Company at Brockton, for the work as there performed:

Vamping:	Per 24 Pairs
Holding back linings on both sides of blucher shoes; extra	\$0.36
Holding back linings on bluchers, each extra row	.12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

HUCKINS & TEMPLE, INC.—MILFORD

SEPTEMBER, 9, 1926

In the matter of the joint application for arbitration of a controversy between Huckins & Temple, Inc., shoe manufacturer of Milford, and vampers. (155)

The Board awards that \$0.1737 per 12 pairs shall be paid by Huckins & Temple, Inc., at Milford for vamping pattern No. 1937, blucher oxford, third row (one-needle machine), as the work is there performed.

STROUT, STRITTER & CO., INC.—LYNN

SEPTEMBER 16, 1926.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (161)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.72 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for imitation stitching on quarter, pattern No. 166x23, Delta.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

A. M. CREIGHTON—LYNN

SEPTEMBER 22, 1926.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and edgetrimmers. (175)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.915 per 36 pairs shall be paid by A. M. Creighton at Lynn for edgetrimming women's McKay wood-heel shoes, including boning or randing when necessary.

By agreement of the parties this decision shall take effect as of September 8, 1926.

THOMPSON BROTHERS SHOE COMPANY—BROCKTON

SEPTEMBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and sole-leather workers. (165)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the Thompson Brothers Shoe Company at Brockton shall pay on piece-price operations in the sole-leather department 10% less than the No. 1-grade prices on boys' and growing girls' shoes, and 15% less than the No. 1-grade prices on youths' and little girls' shoes, for the work as there performed.

STROUT, STRITTER & CO., INC.—LYNN

SEPTEMBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and stitchers. (161)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.54 per 36 pairs shall be paid by Strout, Stritter & Co., Inc., at Lynn, for stitching straps on pattern No. 168x02, Fellsway.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

WASHINGTON SHOE COMPANY—LYNN

SEPTEMBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between the Washington Shoe Company of Lynn and cutters. (169)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines that the method of cutting shoes employed by the Washington Shoe Company at Lynn comes within the terms of its decision dated January 5, 1926, providing that small lots of 18 pairs or under shall be paid for at the rate therein specified.

By agreement of the parties this decision shall take effect as of the date of the introduction of this method.

STANDARD SHOE COMPANY—LYNN

SEPTEMBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between the Standard Shoe Company of Lynn and cutters. (166)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board determines that the Standard Shoe Company of Lynn was within its rights in discharging the employee in question.

GEORGE E. KEITH COMPANY—BOSTON

SEPTEMBER 30, 1926.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer, and edgeseeters in Factory No. 9 at Boston. (118)

The Board awards that there shall be no change in the price paid by the George E. Keith Company in Factory No. 9 at Boston for setting the edges of shoes with wood Cuban heels, as the work is there performed.

STACY-ADAMS COMPANY—BROCKTON

SEPTEMBER 30, 1926.

In the matter of the joint application for arbitration of a controversy between the Stacy-Adams Company, shoe manufacturer of Brockton, and edgemakers. (160)

The Board awards that \$1.04 per 24 pairs shall be paid by the Stacy-Adams Company at Brockton for edgeseetting (two settings) black shoes with a tan welt and stitch that are blacked in, as the work is there performed.

W. L. DOUGLAS SHOE COMPANY—BROCKTON

SEPTEMBER 30, 1926.

In the matter of the joint application for arbitration of a controversy between the W. L. Douglas Shoe Company of Brockton and stitchers. (168)

The Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton, for the work as there performed:

Stitching tips, Singer machine:	Per 24 Pairs
One-needle machine, two rows, box held in	\$0.28
Two-needle machine, four rows, box held in . . . . .	.30
Stitching tips, Union Special machine:	
Two-needle machine, first operation, tip held on . . . . .	.13
One-needle machine, second operation, box held in . . . . .	.13

By agreement of the parties this decision shall take effect as of July 8, 1926.

SWARTZ SHOE COMPANY, INC.—LYNN

SEPTEMBER 30, 1926.

In the matter of the joint application for arbitration of a controversy between the Swartz Shoe Company, Inc., of Lynn, and employees in the making department. (122)

The Board awards that there shall be no change in the prices paid by the Swartz Shoe Company, Inc., at Lynn, for the items of work submitted, except as follows:

	Per 36 Pairs
Wood-heeling, off-the-last method; Cuban, including jointing	\$1.62
Edgeseetting, uncovered fancy colors of a delicate nature; extra . . . . .	.09

DOYLE SHOE COMPANY—BROCKTON

OCTOBER 5, 1926.

In the matter of the joint applications for arbitration of a controversy between the Doyle Shoe Company of Brockton and solefasteners. (173, 179)

The Board awards that the following prices shall be paid by the Doyle Shoe Company at Brockton, for the work as there performed:

Goodyear welting:

Imitation double-decker storm welt; 1¼ price.

Waterproof welt, leather or rubber, one operation, two-unit welt guide; no change.

Barbour storm welt; no change.

By agreement of the parties the decision as to the first item shall take effect as of the date of beginning the work.

A. M. CREIGHTON—LYNN

OCTOBER 7, 1926.

In the matter of the joint application for arbitration of a controversy between A. M. Creighton, shoe manufacturer of Lynn, and employees in the lasting department. (176)

The Board awards that there shall be no change in the prices paid by A. M. Creighton at Lynn for the items of work submitted in the lasting department, as there performed, except as follows:

	Per 36 Pairs
Tacking innersoles by machine, McKay	\$0.18
Pulling-over:	
McKay	.48
Welt	.63
Bed lasting:	
McKay	1.44
Welt:	
Kid and cabaretta	1.35
Other leathers	1.44
Square toes; extra, per pair, \$0.005.	
Tacking in filling, McKay	.075
Nailing toes, McKay	.15
Hour work; \$0.95.	

STROUT, STRITTER & CO., INC.—LYNN

OCTOBER 26, 1926.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and wood-heelers. (180)

Having considered said application, heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by Strout, Stritter & Co., Inc., at Lynn, for the work as there performed:

	Per 36 Pairs
Wood-heeling, welts, screw-machine method:	
Full-Louis	\$4.68
Cuban	2.52
Spanish	2.88

By agreement of the parties this decision shall take effect as follows: as to Cuban and Spanish heels, from September 27, 1926; as to full-Louis heels, from the date of beginning the work.

GEORGE E. KEITH COMPANY—BROCKTON

OCTOBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between the George E. Keith Company, shoe manufacturer of Brockton, and vampers. (174)

The Board awards that the following prices shall be paid by the George E. Keith Company in Factory No. 11 at Brockton, for the work as there performed:

	Per 24 Pairs
Vamping:	
Paprika pattern; one-needle machine, one row and bar	\$0.556
Pickfair pattern, when collar is attached:	
One-needle machine, one row	.60
Two-needle machine, two close rows	.70
Two-needle machine, two space rows	.78

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

SECURITY SHOE COMPANY—LYNN

OCTOBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between the Security Shoe Company of Lynn and edgemakers. (188)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.915 per 36 pairs shall be paid by the Security Shoe Company at Lynn for edgetrimming women's wood-heel shoes, including boning or randing when necessary, as the work is there performed.

ALDEN, WALKER & WILDE, INC.—WEYMOUTH

OCTOBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between Alden, Walker & Wilde, Inc., shoe manufacturer of Weymouth, and employees. (156)

The Board awards that the following prices shall be paid by Alden, Walker & Wilde, Inc., at Weymouth, for the work as there performed upon the D grade:

	Per 12 Pairs
Assembling by machine	\$0.13
Pulling-over . . . . .	.18
Operating . . . . .	.45
Welting . . . . .	.22
Leveling . . . . .	.05
Heeling . . . . .	.12
Heel-shaving . . . . .	.06
Edgetrimming:	
Regular work . . . . .	.28
Fancy edges; 1½ price.	
Jointing . . . . .	.05
Scouring heels . . . . .	.05
Edgesetting:	
Two settings . . . . .	.28
One setting . . . . .	.20
Fancy edges; 1½ price.	
Scouring bottoms . . . . .	.1035
Gumming:	
Full bottom . . . . .	.06
With top-lift . . . . .	.08
Bleaching . . . . .	.03
Polishing:	
Full bottom . . . . .	.08
With top-lift . . . . .	.10
Expediting . . . . .	.07
Stamping . . . . .	.03
Second scouring, heels, two papers . . . . .	.07
Treeing:	
Gun metal; cleaned, ironed, one coat of filler . . . . .	.20
Russia calf; washed, cleaned, ragged, one coat of polish . . . . .	.40
Black or mahogany vici and kangaroo; cleaned, ironed, one coat of dressing . . . . .	.40
Patent leather; cleaned, ragged, ironed . . . . .	.35
White suede with covers; cleaned and covers removed; no change.	
Smoked elk with covers; cleaned, ragged and covers removed; no change.	
Extras:	
Dressing tops . . . . .	.045
Ironing vamps . . . . .	.08
Extra coat of polish or Uniformer . . . . .	.05
Tack-heeling; placing heel-pods . . . . .	.04
Lacing . . . . .	.03
Stenciling cartons . . . . .	.02
Packing . . . . .	.035

By agreement of the parties this decision shall take effect as of August 9, 1926.

A. FREEDMAN & SONS, INC.—BROCKTON

OCTOBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between A. Freedman & Sons, Inc., shoe manufacturer of Brockton, and vampers. (177)

The Board awards that the following prices shall be paid by A. Freedman & Sons, Inc., at Brockton, for the work as there performed:

Vamping pattern No. 405:	Per 24 Pairs
One-needle machine, two rows	\$0.77
Two-needle machine, two rows . . . . .	.58

SCHWARZ, RUGGLES, INC.—BROCKTON

OCTOBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between Schwarz, Ruggles, Inc., shoe manufacturer of Brockton, and vampers. (178)

The Board awards that \$0.15 extra per 24 pairs shall be paid by Schwarz, Ruggles, Inc., at Brockton for vamping arch-support blucher with lining held back on the inside, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

STROUT, STRITTER & CO., INC.—LYNN

OCTOBER 28, 1926.

In the matter of the joint application for arbitration of a controversy between Strout, Stritter & Co., Inc., shoe manufacturer of Lynn, and cutters. (182)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards, as to cutting outsides and linings in the factory of Strout, Stritter & Co., Inc., at Lynn, that there shall be no change in the differential between women's shoes and misses' and between misses' shoes and children's.

BOND SHOE MANUFACTURING CORPORATION—LYNN

NOVEMBER 2, 1926.

In the matter of the joint application for arbitration of a controversy between the Bond Shoe Manufacturing Corporation of Lynn and stitchers. (172)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$7.16 per 36 pairs shall be paid by the Bond Shoe Manufacturing Corporation at Lynn for fancy stitching, Valencia pattern, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

NOVEMBER 4, 1926.

In the matter of the joint application for arbitration of a controversy between the Bond Shoe Manufacturing Corporation of Lynn and pressers. (170)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that \$0.66 per 36 pairs shall be paid by the Bond Shoe Manufacturing Corporation at Lynn for pressing quarter, Lula pattern, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

THOMPSON BROTHERS SHOE COMPANY—BROCKTON

NOVEMBER 4, 1926.

In the matter of the joint application for arbitration of a controversy between the Thompson Brothers Shoe Company of Brockton and vampers. (189)

The Board awards, in the factory of the Thompson Brothers Shoe Company at Brockton, as follows:

Vamping boys' and growing girls' shoes; 10% less than the prices paid for men's shoes.

Vamping youths' and little gent's shoes; 15% less than the prices paid for men's shoes.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question, except as to boys' bluchers. As to boys' bluchers the Board determines that the decision shall take effect upon its date.

SHOE MANUFACTURERS—LYNN

NOVEMBER 4, 1926.

In the matter of the joint applications for arbitration of a controversy between the Bender Shoe Company, Borkum & Glott Shoe Company, Burdett Shoe Company, Colella & Leighton Shoe Company, Cotter, Goodrich & Sarra Company, A. M. Creighton, Davis Shoe Company, Eastern Shoe Manufacturing Company, Harney Shoe Company, G. W. Herrick Shoe Company, James W. Hitchings Company, Inc., Lynn Novelty Shoe Company, Merrill, Porter & Co., Murphy, Gorman, Waterhouse, Mutual Shoe Company, Security Shoe Company, Standard Shoe Company, Strout, Stritter & Co., Inc., Swartz Shoe Company, Inc., Travers Shoe Company, Inc., Unity Shoe Company, Walden & Perry, Inc., Washington Shoe Company, Watson Shoes, Inc., Williams, Clark & Co., of Lynn, and skivers. (152, 153)

The Board awards that the following prices shall be paid by the above-named employers at Lynn, for the work as there performed:

SKIING

Items	Per 36 Pairs	Items	Per 36 Pairs
Foxings:		37	\$0.15
1	\$0.09	38	.27
2	.12	39	.24
3	.12	40	.57
4	.12	41	.51
5	.06	42	.87
Vamp toes:		43	.78
6	.06	Button-flies:	
7	.09	44	.03
8	.12	45	.075
Straps:		46	.03
9	.12	Side-stays:	
10	.06	47	.06
11	.12	48	.135
12	.30	49	.06
Tips:		50	.09
13	.06	51	.06
14	.09	52	.06
15	.105	Saddles:	
16	.12	53	.09
17	.135	54	.09
18	.09	Collars:	
Backstays:		55	.09
19	.09	56	.09
20	.03	57	.165
21	.03	58	.165
22	.09	59	.15
23	.12	60	.105
Tongues:		61	.105
24	.15	62	.075
25	.21	63	.15
26	.15	64	.12
27	.18	Ball straps:	
28	.09	65	.06
29	.03	66	.09
30	.06	Vamps:	
31	.14	67	.075
32	.09	68	.10
Quarters:		69	.15
33	.09	70	.165
34	.09	71	.12
35	.09	Vamp lines:	
36	.15	72	.09

CONCILIATION AND ARBITRATION			
Items	Per 36 Pairs	Extras:	Per 36 Pairs
73	\$0.12	8	
74	.14		Narrow conditions
Fronts:			on collars or de-
75	.09		tached straps under
76	.12		¾-inch in width,
77	.135		either two or four to
78	.165		a pair; 1/3 of base
Bottoms; Polish or button			price extra.
quarter	.12	9	
Extras:			In case of cut-out
1	.03		in strap or collar,
			narrow conditions
			must extend ¾-inch
			or more in order to
			be paid for.
		10	
			When skiving around
			any pattern the price
			for which would be
			made up of a combi-
			nation of different
			lines; \$0.015 per 36
			pairs shall be de-
			ducted for each line
			after the first one.
		11	
		11-A	\$0.06
		12	.12
			Two-, three- or four-
			strap quarters; front
			of first strap and
			back of last strap the
			same as one strap.
		13	.03

GREEN SHOE MANUFACTURING COMPANY—BOSTON

NOVEMBER 11, 1926.

In the matter of the joint application for arbitration of a controversy between the Green Shoe manufacturing Company of Boston and employees. (190)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Green Shoe Manufacturing Company at Boston, for the work as there performed:

	Per 36 Pairs
Welting:	
Growing girls'	\$0.865
Misses'	.76
Infants' and children's	.665
Seam trimming:	
Growing girls'	.18
Misses'	.16
Infants' and children's	.14
Butting and tacking welts by machine, all runs	.12
Beating-out welts:	
Growing girls'	.125
Misses'	.11
Infants' and children's	.10
Tarring shanks, growing girls'	.07
Filling bottoms:	
Growing girls', forepart (Besto)	.12
Children's and misses', including shank	.12
Infants', no shank	.10
Attaching welt spring-heels; infants', children's and misses'	.12
Loose-nailing spring-heels; infants', children's and misses'	.12

Cementing soles by machine, all runs	\$0.07
Wetting soles, all runs . . . . .	.03
Cementing bottoms by machine:	
Growing girls' . . . . .	.09
Misses' . . . . .	.08
Infants' and children's . . . . .	.07
Laying soles:	
Growing girls', no wetting . . . . .	.18
Infants, children's and misses', . . . . .	.17
Roughrounding:	
Growing girls' . . . . .	.36
Misses' . . . . .	.315
Infants' and children's, spring-heels:	
Channel . . . . .	.36
Aloft . . . . .	.30
Cementing channels:	
Growing girls' . . . . .	.07
Misses' . . . . .	.06
Infants' and children's . . . . .	.05
Laying channels:	
Growing girls' . . . . .	.095
Misses' . . . . .	.08
Infants' and children's . . . . .	.07
Heel-shaving, growing girls':	
Rubber top-lift . . . . .	.36
Leather top-lift . . . . .	.30
Heel-breasting:	
Growing girls' . . . . .	.135
Misses' . . . . .	.12
Breast-scouring, misses' and growing girls' . . . . .	.09
Edgetrimming, two cutters:	
Children's, spring-heels, round shank; welt	1.05
Infants', spring-heels, round shank; welt . . . . .	.96
Edgesetting, two settings (two irons) and two stainings; spring-heels:	
Children's, round shank; welt	1.05
Infants', round shank; welt . . . . .	.96
Heel-burnishing, including inking:	
Growing girls', 8/8 and over . . . . .	.33
Misses', 7/8 and under . . . . .	.275
Insole tacking:	
Welts:	
Growing girls', five tacks . . . . .	.145
Misses', five tacks . . . . .	.145
Infants' and children's, three tacks . . . . .	.125
Green-tag grade, three tacks:	
First insole . . . . .	.125
Second insole . . . . .	.125
Babies', 2/5, two tacks . . . . .	.10
Three soles, stitched-down, three tacks:	
First insole . . . . .	.125
Second insole . . . . .	.125
Cementing bottoms, infants', children's and misses'; stitched-down . . . . .	.04
Roughrounding:	
Two soles, stitched-down, misses'; all around . . . . .	.24
Two soles, infants' and children's, spring-heels . . . . .	.24
Three soles, stitched-down, misses'; shank to shank . . . . .	.21
Three soles, infants' and children's; spring-heels . . . . .	.24
2/5, single sole . . . . .	.18
Goodyear stitching:	
Three soles, stitched-down, 10 stitches to the inch:	
Green-tag grade:	
Misses', shank to shank	1.08
Children's, shank to shank	1.08
Infants', all around	1.08
2/5, babies', all around . . . . .	.72
White-tag grade:	
Misses', shank to shank . . . . .	.81

Per 36 Pairs

Children's, all around	\$0.89
Infants', all around . . . . .	.89
Two soles, stitched-down, and runners; 8 stitches to the inch:	
Spring-heels . . . . .	.81
Heeled shoes . . . . .	.73
Each additional 2 stitches to the inch, or fraction; extra . . . . .	.06
Leveling, automatic machine; stitched-down:	
Green-tag grade, three soles:	
Misses' . . . . .	.21
Infants' and children's . . . . .	.18
2/5, babies' . . . . .	.15
White-tag grade, two or three soles . . . . .	.18
Edgetrimming, chrome sole, green-tag grade; stitched-down:	
Three soles, misses', shank to shank . . . . .	.75
Three soles, children's, all around, three cutters . . . . .	.84
All around, two cutters, infants' . . . . .	.72
All around, one cutter, 2/5, babies' . . . . .	.63
Edgesetting, one setting, two stainings, green-tag grade; 2/5, babies', one iron . . . . .	.54
Cleaning bottoms on naumkeag machine, chrome soles; two or three soles, stitched-down:	
Heeled shoes . . . . .	.10
Spring-heels . . . . .	.08
2/5, babies' . . . . .	.07
Vamping; one-needle machine, no bar:	
Welt:	
Blucher boots, sizes 5/2	1.26
Blucher oxfords, sizes 5/2	1.26
Stitched-down:	
Green-tag grade; blucher boots or oxfords	1.08
White-tag grade, two or three soles; blucher boots or oxfords	1.08

COMMONWEALTH SHOE AND LEATHER COMPANY—WHITMAN

NOVEMBER 17, 1926.

In the matter of the joint application for arbitration of a controversy between the Commonwealth Shoe and Leather Company of Whitman and dressers. (187)

The Board awards that the following prices shall be paid by the Commonwealth Shoe and Leather Company at Whitman, for the work as there performed:

Dressing shoes:	Per 24 Pairs
One coat of dressing	\$0.11
Each extra coat . . . . .	.09

EASTERN SHOE MANUFACTURING COMPANY—LYNN

NOVEMBER 26, 1926.

In the matter of the joint application for arbitration of a controversy between the Eastern Shoe Manufacturing Company of Lynn and stitchers. (181)

The Board awards, in the factory of the Eastern Shoe Manufacturing Company at Lynn, that pattern No. 6220 has sixteen cut-outs per shoe.

SHOE MANUFACTURERS—LYNN

NOVEMBER 26, 1926.

In the matter of the joint applications for arbitration of a controversy between the Borkum & Glott Shoe Company, Lynn Novelty Shoe Company and the Security Shoe Company, of Lynn, and heelers. (184-186)

The Board awards as follows in the factories of the Borkum & Glott Shoe Company, Lynn Novelty Shoe Company and the Security Shoe Company at Lynn:

Wood-heeling: when heelseats are not nailed; \$0.18 less per 36 pairs.

ARMSTRONG TRANSFER EXPRESS COMPANY—BOSTON

NOVEMBER 30, 1926.

In the matter of the joint application for arbitration of a controversy between the Armstrong Transfer Express Company of Boston and employees.
(193)

Having considered said application and heard the parties by their duly authorized representatives concerning the work in question, its character, and the conditions under which it is performed, the Board awards that there shall be no change in the wages paid by the Armstrong Transfer Express Company at Boston to its truck drivers and helpers.

By agreement of the parties this decision shall be in effect from November 1, 1926, to June 1, 1927.

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